Compensation Stabilization Program

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LETTER OF TRANSMITTAL

April 14, 1988

Honourable Melville B. Couvelier
Minister of Finance & Corporate Relations
Parliament Buildings
Victoria, B.C.

Dear Mr. Minister,

Herewith the Annual Report of the activities of the Compensation Stabilization Program for the sixth year of its operation - 1987.

Respectfully submitted,

Larry M. Gregg

Larry M. Gregg
Commissioner

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DIRECTORY (AS AT DECEMBER 31, 1987)

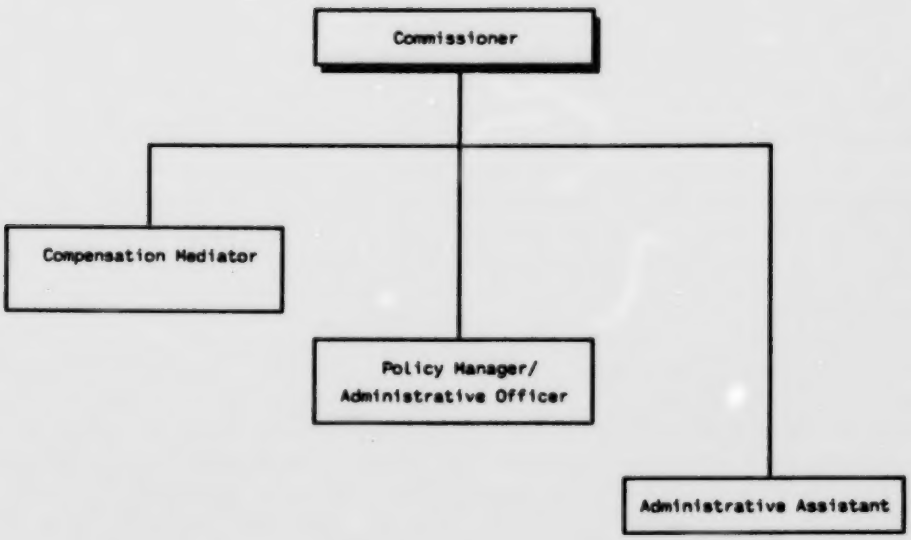
Commissioner
LARRY M. GREGG

Compensation Mediator
VINCENT L. READY

Policy Manager/Administrative Officer
J. GRAHAM GILES

Administrative Assistant
ALEXANDRA C. BEST

COMPENSATION STABILIZATION PROGRAM
ORGANIZATION CHART
(as of December 31, 1987)



COMMISSIONER'S REPORT

The Compensation Stabilization Program is the independent agency charged with the responsibility of conducting the Government's wage control program; the Commissioner's job is to administer the program against the backdrop of employer/employee relations in B.C.. It is to be noted that the Commissioner's role is a special one in terms of administrative law. My function is akin to that of an administrative tribunal which acts and renders decisions on its own initiative. It is an inquisitorial role rather than an adjudicative one. As manager of a wage control scheme I am under no legal obligation to observe the procedures that an administrative tribunal might normally consider. Nevertheless, I choose to emphasize fairness and act with sensitivity to the rights and interests of the affected parties to the extent that I possess the discretion to do so.

Nineteen eighty-seven was a year of change in the field of industrial relations in the province. In April the government introduced Bills 19 and 20 which were subsequently passed into law establishing the Industrial Relations Act and the Teaching Profession Act. The Industrial Relations Act established a new Council headed by a Commissioner which combined the functions of the previous Labour Relations Board and the Mediation Services branch formerly of the Ministry of Labour. In addition the Council has new areas of responsibility which were not present in earlier labour legislation.

The Teaching Profession Act created a new environment for teacher bargaining in the Province. The new model allowed for teachers to have the opportunity to elect to certify as a union and bargain under the terms of the Industrial Relations Act like other unionized workers in the Province.

Collective bargaining in the public sector went fairly smoothly during 1987. In education, the majority of local Boards and Teachers' Associations were able to conclude agreements without the involvment of a third party. By December 31st the teachers' agreements for all seventy five districts had been accepted by this office.

In other areas of the public sector the ramifications of the major agreements reached in late 1986 and early 1987 (HLRA/HEU, BCNU, HSA, et.al.) continued to be felt. The effect of pattern bargaining was evident in the large volume of settlements in the health care sector as well as a number of the agreements finalized in the Crown Corporation and Municipal sectors.

Accompanying the presentation of Bills 19 and 20 in April the government introduced changes to both the Compensation Stabilization Act and the Guidelines. The major announcement was the Government's intention to phase out the Program over a period of 18 months with all public sector employees being free of CSP controls by September 30, 1988. The enabling changes to the legislation saw the creation of a final guideline year for each group consisting of a twelve month period starting on or after October 1, 1986 and prior to October 1, 1987. The final guideline year for a group begins on the anniversary of its base date which falls during the aforementioned period. Groups will become free of controls on various dates between October 1, 1987 and September 30, 1988 with the majority of groups exiting controls by June 30, 1988.

The second change of note was with regard to the costing of increases paid as a person passes through an incremental pay plan. The amendment introduced by the Government stated that, for the final guideline year only, any payment arising from the movement through an incremental pay plan that was fully and completely in place prior to February 18, 1982 could be excluded from costing under the Guidelines. For periods other than final guideline years or where the incremental scheme was created or significantly altered after February 18, 1982 the payments would continue to be costed.

The final change affecting the Program and in particular the role of Commissioner was the repealing of the Public Sector Restraint Act. Under that Act the Commissioner was charged with the duty of reviewing requests from Public Sector groups for exemption from the provisions of Sections 2(1), (4), and (6) of the Act. If the provisions were complied with the Commissioner would issue an order exempting the parties from the provisions. With the repealing of the Act this duty of the Commissioner has ended.

These amendments brought about a substantial change in the make-up and size of my staff. I was appointed as Commissioner on May 13th replacing Edward R. Peck who accepted the position of Commissioner of the new Industrial Relations Council. When the Program's phase-out was announced on April 2nd it employed eight full-time staff. Through attrition the staffing level has been reduced to three full-time employees.

Mediation Services continued to be provided by my staff in 1987. Under Section 11 of the Act I am empowered to appoint a mediator/fact finder to any dispute in the public sector either at my own election or by request of either party. My staff was involved in various disputes in the health, municipal, and education sectors.

Building on the program developed in 1985 the audit function, pursuant to Section 4(2) of the Act, was continued in 1987. The program's design calls for members of my staff to conduct on-site audits of randomly selected employers throughout the Province. Using actual payroll data my staff works to verify the information received by my office.

Where discrepancies are found, explanations are required and when violations of the Guidelines are discovered remedial corrective action is taken.

A full audit of all Chief Executive Officer and previously frozen senior management positions was conducted in 1987. This audit took the form of a written request to employers for the details of all compensation items associated with these positions. The information received was subsequently checked against our records to ensure that the Guidelines had not been violated.

I would like to thank the members of the Provincial Government involved with this Program for their continued assistance over the last year. In addition I would like to acknowledge the contributions of my predecessor Edward R. Peck and the other long serving members of his staff who over the course of the year left to pursue other career opportunities. Finally I wish to express my gratitude to the members of my staff for the dedication and endless energy and support they have provided in the year past.

POLICY HIGHLIGHTS

Incremental Pay Plans - (Paragraph 23(d), 24(b),(c) of the Guidelines, Ruling 1/87).

Increases arising due to the operation of the Apprenticeship Act must be excluded from calculation.

Paragraph 24(b) specifically deals with the Apprenticeship Act. If the Legislature had wanted to exclude the increases provided for in accordance with the Police Act it could easily have done so. To interpret Paragraph 24(b) as to include the Police Act would be to alter the meaning of the guidelines in a manner which clearly exceeds the jurisdiction of the Commissioner.

Incremental pay plans have inherent within them the notion that employees who fail to meet the expected standards of performance will not only fail to receive increases but will ultimately be purged from the organization.

The test used to determine whether a plan attracts costing under Paragraphs 27.1 and 32.1 must be one of absolute rather than relative merit.

The organizational structure of a police force is substantially different from that of other public sector employers. The differences in structure require that standard operating practices may have to be somewhat altered to suit the needs of the administration of the police force. These altered procedures achieve the same objectives through completely different means. Such structural differences are insufficient to justify the exclusion of the incremental pay plan simply calling it by another name.

Critical Skills Shortage - (Paragraph 18.2(d) of the Guidelines; Ruling 2/87).

Under Paragraph 18.2(d) the Commissioner possesses the discretion to allow increases in excess of the otherwise applicable guideline where a difficulty in retaining or recruiting individuals who possess critical skills can be demonstrated by the employer.

Where the parties provide evidence indicating that certain types of employees within a larger group possess critical skills which are in high demand only those specific employees would be entitled to additional increases under Paragraph 18.2(d). The other employees in the group who are not affected by the claim must limit their compensation increases to the otherwise applicable guideline.

Unreasonable Wage Disparity - (Paragraph 18.2(e) of the Guidelines; Ruling 3/87).

In order for Paragraph 18.2(e) to apply the following must be found to exist:

(1) that a disparity existed prior to February 18, 1982

(2) that the groups of public sector employees being compared are performing the same work in the same industry in the Province

(3) that the disparity between the groups of workers is unreasonable; and

(4) that the compensation plan rectifies the disparity between three to five years.

Compensation disparities of the range found in this case (5 to 7 percent) commonly exist between groups of public sector workers performing the same work in the same industry in the Province. Such disparities are caused by many factors, including the uncertainties of the collective bargaining process and the fact that some groups of employees are not unionized. Disparities presently exist in the range of 20% to 100% between substantial numbers of employees in the public sector health industry performing the same work as those employees under the HLRA/HEU Master Agreement. In my view, it is disparities of that magnitude which the Lieutenant Governor in Council intended to be addressed by Paragraph 18.2(e).

The rectification of disparities must occur over a three to five year period. Although the compensation plan itself may run for three or more years if the rectification is carried out over a period of less than three years within the term of a longer plan then one of the main criteria in Paragraph 18.2(e) is not met, therefore Paragraph 18.2(e) is not applicable.

1987 LIST OF RULINGS
COMPENSATION STABILIZATION ACT

No.	Parties	Date Issued
1/87	City of Vancouver and Vancouver Police Union	April 1
2/87	The University of British Columbia and the Faculty Association of the University of British Columbia	June 16
3/87	Health Labour Relations Association (on behalf of 19 facilities covered by the Long Term Care Standard Agreement) and Hospital Employees' Union, Local 180 (on behalf of its members employed at the 19 facilities)	July 17

Employer	Employee Group	Union	Year	Unweighted % Increase
HEALTH				
Salvation Army Buchanan Sunset Lodge	Management / Nurses	No union	6	4.76
Amherst Private Hospital (P)	Non-medical Staff - union	I.U.O.E.	1	2.37
Amherst Private Hospital (P)	Non-medical Staff - union	I.U.O.E.	2	2.58
Amherst Private Hospital (P)	Staff	No union	1	3.25
Amherst Private Hospital	Staff	No union	2	2.40
Armstrong Spallumcheen Hospital	Senior Managers	No union	5	2.83
Arranglen Lodge Ltd.	Staff	No union	4	1.74
Arranglen Lodge Ltd.	Staff	No union	5	4.45
Arrowsmith Lodge	Non-medical Staff - non-union	No union	5	0.00
Arrowsmith Lodge	Non-medical Staff - non-union	No union	6	3.08
Arrowsmith Lodge	Staff	H.E.U.	1	4.55
Arrowsmith Lodge	Staff	H.E.U.	2	3.92
G.R. Baker Memorial Hospital	Non-contract Staff	No union	4	2.86
G.R. Baker Memorial Hospital	Non-contract Staff	No union	5	2.93
Barriere & District Health Society	Staff	No union	2	5.52
Barriere and District Health Society	Staff	No union	3	5.52
Barriere & District Health Society	Staff	No union	4	2.56
Barriere & District Health Society	Staff	No union	5	0.00
Beacon Hill Lodges Ltd. (James Bay)	Administrative Staff	No union	6	2.41
Beacon Hill Lodges of Canada Ltd. James	Non-medical Staff - union	No union	6	2.01
Beacon Hill Lodges of Canada Ltd. W. Van	Administrative Staff	No union	5	2.98
Beacon Hill Lodges Limited	Administrative Staff	No union	6	2.95
Beckley Farm Lodge	Administrative Staff	No union	5	2.97
Beckley Farm Lodge	Administrative Staff	No union	6	3.43
Beckley Farm Lodge	Non-medical Staff - union	H.E.U.	5	4.42
Beckley Farm Lodge	Non-medical Staff - union	H.E.U.	6	3.91
Bennett Home, Hay	Non Union Nurses	No union	3	4.55
Bennett Home, Hay	Non Union Nurses	No union	4	7.88
Bennett Home, Hay	Non Union Nurses	No union	5	4.30
Bennett Home, Hay	Non Union Nurses	No union	6	0.00
Bennett Home, Hay	Staff	No union	1	2.08
Bennett Home, Hay	Staff	No union	2	0.93
Bennett Home, Hay	Staff	No union	3	3.28
Bennett Home, Hay	Staff	No union	4	3.00
Calling Foundation - Blenheim Lodge	Staff	No union	5	3.20
Boundary Sr. Citizens Housing Society	Mid. Management	No union	4	0.00
Boundary Sr. Citizen's Housing Society	Mid. Management	No union	5	0.00
Boundary Sr. Citizens Housing Society	Mid. Management	No union	6	3.00
Boundary Lodge	Non Union Nurses	No union	1	0.00
Boundary Lodge	Non Union Nurses	No union	2	6.38
Louis Brier Home and Hospital	Mid. Management	No union	4	1.94
Louis Brier Home and Hospital	Mid. Management	No union	5	5.12
Louis Brier Home and Hospital	Mid. Management	No union	6	4.34
Louis Brier Home and Hospital	Mid. Management	No union	7	0.00
Broadway Pentecostal Lodge	Administrative Staff	No union	6	3.19
Broadway Pentecostal Lodge	Non-medical Staff - non-union	No union	6	2.69
Bulkley Lodge	Mid. Management	No union	5	3.87
Bulkley Lodge	Mid. Management	No union	6	3.76

Employer	Employee Group	Union	Year	Unweighted % Increase
Bulkley Lodge	Mid. Management	No union	7	1.89
Bulkley Lodge	Staff	B.C.G.E.U.	3	0.00
Bulkley Lodge	Staff	B.C.G.E.U.	4	0.86
Bulkley Lodge	Staff	B.C.G.E.U.	5	4.30
Bulkley Lodge	Staff	B.C.G.E.U.	6	1.56
Bulkley Valley District Hospital	Mid. Management	No union	5	1.47
Burnaby Assoc. Mentally Handicapped	Staff	B.C.G.E.U.	4	2.93
Burnaby Assoc. for Mentally Handicapped	Staff	B.C.G.E.U.	5	0.00
Burns Lake and District Hospital	Administrative Staff	No union	5	2.81
Burquitlam Lions Care Centre	Staff	No union	5	0.00
Burquitlam Lions Care Centre	Staff	No union	6	2.98
Canada Way Care Centre	Staff	No union	3	0.00
Canada Way Care Centre	Staff	No union	4	0.00
Canada Way Care Centre	Staff	I.U.O.E.	5	5.24
Cancer Control Agency of B.C.	Licenced Professional	No union	5	5.94
Cancer Control Agency of B.C.	Senior Managers	No union	3	3.02
Cancer Control Agency of B.C.	Supervis./Foremen/Secretaries	No union	5	3.11
Cariboo Memorial Hospital	Non-contract Staff	No union	5	2.95
Carlsbad Private Hospital (P)	Non-medical Staff - non-union	No union	1	0.00
Carlsbad Private Hospital (P)	Non-medical Staff - non-union	No union	2	3.00
Carlsbad Private Hospital (P)	Staff	I.U.O.E.	1	0.00
Carlsbad Private Hospital (P)	Staff	I.U.O.E.	2	6.76
Carlsbad Private Hospital (P)	Staff	I.U.O.E.	3	3.44
Carlsbad Private Hospital (P)	Staff	I.U.O.E.	4	2.51
Carlton Private Hospital & Lodge	Non-medical Staff - union	I.U.O.E.	4	2.32
Carlton Private Hospital & Lodge	Non-medical Staff - union	I.U.O.E.	5	2.33
Carlton Private Hospital & Lodge	Non-medical Staff - union	I.U.O.E.	6	2.35
Cartier House	Non-medical Staff - union	H.E.U.	1	0.00
Cartier House	Non-medical Staff - union	H.E.U.	2	6.48
Cartier House	Non-medical Staff - union	H.E.U.	3	2.93
Castlegar & District Hospital Society	Mid. Management	No union	4	3.09
Castlegar & District Hospital Society	Mid. Management	No union	5	4.07
Cedarview Lodge Intermediate Care	Mid. Management	No union	2	2.99
Cedarview Lodge Intermediate Care	Mid. Management	No union	3	2.89
Cedarview Lodge Intermediate Care Fac.	Mid. Management	No union	4	3.02
Cedarview Lodge	Non Union Nurses	No union	3	3.15
Cedarview Lodge Intermediate Care Fac.	Non Union Nurses	No union	4	2.99
Cedarview Lodge	Staff	H.E.U.	3	2.72
Cedarview Lodge	Staff	H.E.U.	4	3.88
Central Care Home	Mid. Management	No union	2	0.00
Central Care Home	Mid. Management	No union	3	0.00
Central Care Home	Mid. Management	No union	4	7.25
Central Care Home	Mid. Management	No union	5	2.11
Central Care Home	Staff	I.U.O.E.	5	4.08
Central Care Home	Staff	I.U.O.E.	6	3.77
Central City Mission	Administrative Staff	No union	4	1.92
Central City Mission	Administrative Staff	No union	5	2.92
Central City Mission	Administrative Staff	No union	6	2.91

Employer	Employee Group	Union	Year	Unweighted % Increase
Central City Mission	Staff	H.E.U.	5	5.19
central city mission	Staff	H.E.U.	6	4.07
Chemainus Hospital	Mid. Management	No union	5	2.88
Chemainus Hospital	Mid. Management	No union	6	2.80
B.C. Childrens' Hospital	Residents and Interns	No union	4	2.81
B.C. Children's Hospital	Staff	No union	5	3.00
Chilliwack General Hospital	Mid. Management	No union	4	3.21
Chilliwack General Hospital	Mid. Management	No union	5	2.93
Chilliwack General Hospital	Non-contract Staff	No union	4	3.14
Chilliwack General Hospital	Non-contract Staff	No union	5	2.92
Clovelly Terrace Hospital	Staff	No union	1	0.00
Clovelly Terrace Hospital	Staff	No union	2	3.11
Columbia View Lodge	Staff	No union	4	2.38
Columbia View Lodge	Staff	No union	5	2.99
Sandringham Private Hospital	Hourly Employees	B.C.C.of Carp.	4	3.80
Sandringham Private Hospital	Hourly Employees	B.C.C.of Carp.	5	3.28
Sandringham Private Hospital	Hourly Employees	B.C.C.of Carp.	6	2.86
Sandringham Private Hospital	Hourly Employees	B.C.C.of Carp.	7	0.22
Cooper Place Intermediate Care Facility	Non-medical Staff - union	H.E.U.	3	6.70
Cooper Place	Staff	No union	3	3.05
Coquitlam Intermediate Care Centre	Support Staff	I.U.O.E.	2	2.00
Coquitlam Intermediate Care Centre	Support Staff	I.U.O.E.	3	4.52
Cowichan District Hospital	Non-contract Staff	No union	3	0.00
Cowichan District Hospital	Non-contract Staff	No union	4	0.00
Cowichan District Hospital	Non-contract Staff	No union	5	4.14
Cowichan Lodge	Mid. Management	No union	3	5.48
Cowichan Lodge	Mid. Management	No union	4	3.12
Cowichan Lodge	Mid. Management	No union	5	2.02
Cowichan Intermediate Care Society	Staff	H.E.U.	4	8.29
Cowichan Intermediate Care Society	Staff	H.E.U.	5	7.67
Cowichan Intermediate Care Society	Staff	H.E.U.	6	6.67
Cowichan Intermediate Care Society	Staff	H.E.U.	7	5.40
Cranbrook and District Hospital	Supervis./Foremen/Secretaries	No union	4	3.08
Cranbrook Regional Hospital	Supervis./Foremen/Secretaries	No union	5	2.90
Creston Valley Hospital	Non-contract Staff	No union	6	1.80
Crossroads Treatment Centre Society	Senior Managers	No union	2	0.92
Crossroads Treatment Centre Society	Senior Managers	No union	3	0.00
Crossroads Treatment Centre Society	Senior Managers	No union	4	2.91
Crossroads Treatment Centre Society	Senior Managers	No union	5	3.40
Crossroads Treatment Centre Society	Staff	H.E.U.	5	2.51
Crossroads Treatment Centre Society	Staff	H.E.U.	6	3.39
Crossroads Treatment Centre Society	Staff	H.E.U.	7	3.52
Cumberland Health Care Centre	Administrative Staff	No union	4	0.00
Cumberland Health Care Centre	Administrative Staff	No union	5	0.00
Cumberland Health Centre	Administrative Staff	No union	6	2.95
Dania Home Society	Staff	No union	5	3.45
Dawson Creek and District Hospital	Non-medical Staff - non-union	No union	6	2.93
Deer Lake Private Hospital	Staff	No union	1	1.87

Employer	Employee Group	Union	Year	Unweighted % Increase
Deer Lake Private Hospital	Staff	No union	2	0.00
Deer Lake Private Hospital	Staff	No union	3	4.12
Delta Hospital	Non-medical Staff - non-union	No union	6	2.86
Olive Devaud Residence	Mid. Management	No union	5	2.23
Olive Devaud Residence	Non Union Nurses	No union	4	1.92
Olive Devaud Residence	Non Union Nurses	No union	5	5.15
Olive Devaud Residence	Non Union Nurses	No union	6	5.23
Olive Devaud Residence	Non Union Nurses	No union	7	0.00
Dogwood Lodge Intermediate Care Facility	Non-medical Staff - non-union	No union	5	3.01
Dunrovin Park Society	Administrative Staff	No union	5	3.17
Dunrovin Park (1974) Society	Non Union Nurses	No union	2	0.79
Dunrovin Park (1974) Society	Non Union Nurses	No union	3	3.74
Dunrovin Park (1974) Society	Non Union Nurses	No union	4	2.88
Dunrovin Park (1974) Society	Non Union Nurses	No union	5	8.11
Dunrovin Park (1974) Society	Non Union Nurses	No union	6	5.04
Dunrovin Park (1974) Society	Non Union Nurses	No union	7	0.78
Elkford Diagnostic & Treatment Centre	Staff	No union	5	4.39
Elkford Diagnostic & Treatment Centre	Staff	No union	6	4.15
Elkford Diagnostic Centre	Staff	No union	7	1.45
Elkford Diagnostic Centre	Staff	No union	8	1.01
Enderby & District Memorial Hospital	Senior Managers	No union	5	2.94
Evergreen Baptist Home/White Rock	Staff	No union	4	4.47
Evergreen Baptist Home	Staff	H.E.U.	5	3.88
Fernie District Hospital	Mid. Management	No union	8	0.53
Finnish Home	Administrative Staff	No union	3	2.83
Finnish Home	Administrative Staff	No union	6	2.86
Finnish Manor	Mid. Management	No union	5	3.08
Finnish Manor	Mid. Management	No union	6	2.90
Fir Park Village	Non-contract Staff	No union	5	2.78
Fir Park Village	Non-contract Staff	No union	6	3.18
Fleming Rest Home (P)	Non-medical Staff - non-union	No union	1	0.00
Fleming Rest Home (P)	Non-medical Staff - non-union	No union	2	2.98
Fort St. John General Hospital	Non-contract Staff	No union	5	2.98
Four All Seasons Retirement Lodge	Staff	No union	4	2.29
Four All Seasons Retirement Lodge	Staff	No union	5	5.32
Fraser-Burrard Hospital Society	Non-contract Staff	No union	4	3.21
Fraser-Burrard Hospital Society	Professional Staff	No union	2	8.15
Fraser-Burrard Hospital Society	Professional Staff	No union	3	4.25
Fraser-Burrard Hospital Society	Professional Staff	No union	4	0.93
Fraser-Burrard Hospital Society	Senior Managers	No union	3	3.16
Fraser Burrard Hospital Society	Staff	No union	1	4.14
Fraser-Burrard Hospital Society	Staff	No union	2	4.12
Fraser-Burrard Hospital Society	Staff	No union	3	2.50
Fraser-Burrard Hospital Society	Staff	No union	4	2.88
Fraser Canyon Hospital	Mid. Management	No union	5	2.87
Fraser Valley Alcoholism Soc. (Pacifica)	Non-contract Staff	No union	5	2.93
Fraser Valley Alcoholism Soc. (Pacifica)	Non-contract Staff	No union	6	2.76
Fraserview Intermediate Care Lodge	Staff	No union	2	3.21

Employer	Employee Group	Union	Year	Unweighted % Increase
German Canadian Benevolent Society of BC	Staff	Staff Assn.	4	3.04
German Canadian Benevolent Society of BC	Staff	Staff Assn.	5	3.11
German Canadian Benevolent Society of BC	Staff	Staff Assn.	6	3.17
German Canadian Benevolent Society of BC	Staff	Staff Assn.	7	2.92
Glacier View Lodge Society	Mid. Management	No union	5	2.21
Glen Properties Ltd.	Non-medical Staff - union	C.U.P.E.	4	2.39
Glen Properties Ltd.	Non-medical Staff - union	C.U.P.E.	5	2.84
Gold River Health Clinic	Non-contract Staff	No union	6	2.98
Gold River Health Clinic	Non-contract Staff	No union	7	3.04
Golden Ears Retirement Centre	Mid. Management	No union	6	3.00
Golden Ears Retirement Center	Staff	H.E.U.	5	5.50
Golden Ears Retirement Center	Staff	H.E.U.	6	4.36
Salvation Army Grace Hospital	Senior Managers	No union	5	3.13
Grandview Towers	Mid. Management	No union	3	0.00
Grandview Towers	Mid. Management	No union	4	3.85
Grandview Towers	Mid. Management	No union	5	2.16
Grandview Towers	Staff	H.E.U.	5	4.14
Grandview Towers	Staff	H.E.U.	6	3.75
Greater Vancouver Mental Health Service	Administrative Staff	No union	3	0.00
Greater Vancouver Mental Health Service	Administrative Staff	No union	4	0.89
Greater Vancouver Mental Health Service	Administrative Staff	No union	5	0.46
Greater Vancouver Mental Health Service	Professional Staff	Prof. Emp. Assn	3	4.54
Greater Vancouver Mental Health Service	Professional Staff	Prof. Emp. Assn	4	2.32
Greater Vancouver Mental Health Service	Professional Staff	Prof. Emp. Assn	5	1.56
Vancouver Mental Health Service	Union Nurses	B.C.N.U.	4	1.92
Vancouver Mental Health Service	Union Nurses	B.C.N.U.	5	2.40
Vancouver Mental Health Service	Union Nurses	B.C.N.U.	6	2.13
Vancouver Mental Health Service	Union Nurses	B.C.N.U.	7	2.87
Greater Victoria Drug & Alcohol Rehab	Detox Staff	B.C.G.E.U.	5	1.45
Greater Victoria Drug & Alcohol Rehab	Detox Staff	B.C.G.E.U.	6	2.86
Dr. F.W. Green Memorial Home	Staff	H.E.U.	5	4.45
Dr. F.W. Green Memorial Home	Staff	H.E.U.	6	3.85
Greenwoods	Administrative Staff	No union	1	2.98
Greenwoods	Mid. Management	No union	5	0.00
Greenwoods	Mid. Management	No union	6	2.91
Greenwoods	Non-medical Staff - union	H.E.U.	6	5.21
Greenwoods	Non-medical Staff - union	H.E.U.	5	6.71
Hardy View Lodge	Non-medical Staff - union	H.E.U.	4	4.75
Hardy View Lodge	Non-medical Staff - union	H.E.U.	5	4.05
Haro Park Centre Society	Jr. Management	No union	4	3.37
Haro Park Centre Society	Jr. Management	No union	5	3.42
Haro Park Centre Society	Mid. Management	No union	5	3.42
Haro Park Center	Non-medical Staff - union	H.E.U.	5	7.91
Haro Park Center	Non-medical Staff - union	H.E.U.	6	5.92
Hart House Rest Home	Non-medical Staff - non-union	No union	1	3.04
Haven Guest Home	Staff	No union	3	4.19
Haven Guest Home	Staff	No union	4	2.01
Hawthorne Lodge	Management / Nurses	No union	5	2.95

Employer	Employee Group	Union	Year	Unweighted % Increase
Hawthorne Lodge	Management / Nurses	No union	6	5.77
Health Labour Relations Ass. of B.C.	Hourly Employees	I.U.O.E.	4	1.87
Health Labour Relations Ass. of B.C.	Hourly Employees	I.U.O.E.	5	2.17
Health Labour Relations Ass. of B.C.	Hourly Employees	I.U.O.E.	6	2.36
Health Labour Relations Ass. of B.C.	Management / Nurses	B.C.N.U.	4	2.86
Health Labour Relations Ass. of B.C.	Management / Nurses	B.C.N.U.	5	6.10
Health Labour Relations Ass. of B.C.	Management / Nurses	B.C.N.U.	6	4.75
Health Labour Relations Ass. of B.C.	Non-medical Staff - union	H.E.U.	4	3.13
Health Labour Relations Ass. of B.C.	Non-medical Staff - union	H.E.U.	5	3.74
Health Labour Relations Ass. of B.C.	Non-medical Staff - union	H.E.U.	6	2.74
Health Labour Relations Ass. of B.C.	Non-medical Staff - union	H.E.U.	7	2.98
Health Labour Relations Ass. of B.C.	Non-medical Staff - union	H.E.U.	8	0.12
Health Labour Relations Ass. of B.C.	Residents and Interns	P.A.R.I.	4	3.03
Health Labour Relations Ass. of B.C.	Residents and Interns	P.A.R.I.	5	5.23
Health Labour Relations Ass. of B.C.	Residents and Interns	P.A.R.I.	6	4.46
Health Labour Relations Ass. of B.C.	Residents and Interns	P.A.R.I.	7	0.00
Health Labour Relations Ass. of B.C.	Staff	H.E.U.	4	2.69
Health Labour Relations Ass. of B.C.	Staff	H.E.U.	5	3.99
Health Labour Relations Ass. of B.C.	Staff	H.E.U.	6	2.90
Health Labour Relations Ass. of B.C.	Staff	H.E.U.	7	3.16
Health Labour Relations Ass. of B.C.	Union Nurses	B.C.N.U.	5	3.14
Health Labour Relations Ass. of B.C.	Union Nurses	B.C.N.U.	6	5.68
Health Labour Relations Ass. of B.C.	Union Nurses	B.C.N.U.	7	4.48
Heather House LTC	Staff	C.U.P.E.	2	2.87
Dr. Helmcken Memorial Hospital	Mid. Management	No union	6	3.40
Holy Family Hospital	Non-contract Staff	No union	5	2.93
Holy Family Hospital	Non-contract Staff	No union	6	3.12
Houston Health Centre	Mid. Management	No union	5	4.85
Houston Community H.R. & Health Centre	Union Nurses	B.C.N.U.	4	2.17
Houston Community H.R. & Health Centre	Union Nurses	B.C.N.U.	5	2.42
Jackman Manor	Jr. Management	No union	5	3.07
Jackman Manor	Mid. Management	No union	6	2.94
Jackman Manor	Staff	No union	5	2.91
Juan de Fuca Hospitals	Non-contract Staff	No union	5	2.99
Kelowna General Hospital	Senior & Exempt Staff	No union	5	2.33
Kimberley & District Hospital	Non-contract Staff	No union	6	2.84
Kimberley Special Care Home	Staff	H.E.U.	5	4.08
Kimberley Special Care Home	Staff	H.E.U.	6	3.72
Kinsmen Place Lodge	Mid. Management	No union	5	2.96
Kinsmen Place Lodge	Mid. Management	No union	6	2.94
Kinsmen Retirement Centre	Jr. Management	No union	4	2.39
Kinsmen Retirement Centre	Jr. Management	No union	5	0.00
Kinsmen Retirement Centre	Jr. Management	No union	6	0.00
Kinsmen Retirement Centre	Mid. Management	No union	6	2.79
Kinsmen Retirement Center	Staff	H.E.U.	5	4.34
Kinsmen Retirement Center	Staff	H.E.U.	6	3.86
Kiro Manor	Staff	H.E.U.	5	4.43
Kiro Manor	Staff	H.E.U.	6	3.82

Employer	Employee Group	Union	Year	Unweighted % Increase
Kitimat General Hospital	Mid. Management	No union	5	2.92
Kiwanis Care Homes Ltd.	Non Union Nurses	No union	4	1.94
Kiwanis Care Homes Ltd.	Non Union Nurses	No union	5	5.26
Kiwanis Care Homes Ltd.	Non Union Nurses	No union	6	4.30
Kiwanis Care Homes Ltd.	Non Union Nurses	No union	7	1.99
Kiwanis Intermediate Care Centre	Staff	No union	3	3.28
Kiwanis Intermediate Care Centre	Staff	No union	4	2.73
Kiwanis Villa of Victoria	Non Union Nurses	No union	1	1.15
Kiwanis Villa of Victoria	Non Union Nurses	No union	2	3.20
Kiwanis Villa of Victoria	Non Union Nurses	No union	3	3.18
Kiwanis Villa of Victoria	Support Staff	B.C.G.E.U.	4	0.27
Kiwanis Villa of Victoria	Support Staff	B.C.G.E.U.	5	4.39
Kiwanis Villa of Victoria	Support Staff	B.C.G.E.U.	6	3.78
Kiwanis Village Care Home	Management / Nurses	No union	5	4.10
Kiwanis Village Care Home	Management / Nurses	No union	6	1.84
Kiwanis Village Care Home	Staff	H.E.U.	5	4.66
Kiwanis Village Care Home	Staff	H.E.U.	6	3.92
Kootenay Lake District Hospital	Mid. Management	No union	5	2.95
Kopernik Lodge	Mid. Management	No union	6	3.11
Kopernik Lodge	Staff	No union	4	2.84
Kopernik Lodge	Staff	No union	5	1.27
Ksan House Society (Osborne Home)	Staff	B.C.G.E.U.	3	0.00
Ksan House Society (Osborne Home)	Staff	B.C.G.E.U.	4	0.00
Ksan House Society (Osborne Home)	Staff	B.C.G.E.U.	5	9.03
Langley Lodge	Staff	B.C.G.E.U.	5	1.47
Langley Lodge	Staff	B.C.G.E.U.	6	0.53
Laurel Lodge Intermediate Care Home	Staff	No union	3	0.00
Laurel Lodge Intermediate Care Home	Staff	No union	4	0.00
Laurel Lodge Intermediate Care Home	Staff	No union	5	3.13
Lillooet District Hospital	Jr. Management	No union	6	2.88
Lillooet District Hospital	Management / Nurses	No union	5	2.90
Lions Gate Hospital	Mid. Management	No union	3	3.73
Lions Gate Hospital	Mid. Management	No union	4	2.51
Lions Gate Hospital	Mid. Management	No union	5	3.30
Lions Gate Hospital	Non-contract Staff	No union	3	3.42
Lions Gate Hospital	Non-contract Staff	No union	4	3.43
Lions Gate Hospital	Non-contract Staff	No union	5	2.97
Lloyd-Jones Home, David	Non-medical Staff - union	C.U.P.E.	5	4.12
Lloyd-Jones Home, David	Non-medical Staff - union	C.U.P.E.	6	3.07
Logan Lake Diagnostic & Treatment Centre	Staff	No union	3	3.03
Lookout Emergency Aid Society	Mid. Management	No union	5	2.75
Lookout Emergency Aid Society	Mid. Management	No union	6	2.45
Lookout Emergency Aid Society	Staff	B.C.G.E.U.	5	2.44
Lookout Emergency Aid Society	Staff	B.C.G.E.U.	6	2.38
Luther Court	Mid. Management	No union	5	2.55
Luther Court	Mid. Management	No union	6	2.84
Luther Court	Staff	H.E.U.	5	4.58
Luther Court	Staff	H.E.U.	6	4.23

Employer	Employee Group	Union	Year	Unweighted % Increase
M.S.A. Manor	Staff	H.E.U.	5	4.57
M.S.A. Manor	Staff	H.E.U.	6	3.70
McDonald Lodge #2	Non-medical Staff - non-union	No union	1	0.00
McDonald Lodge #1	Non-medical Staff - non-union	No union	2	2.96
McDonald Lodge #2	Non-medical Staff - non-union	No union	1	0.00
McDonald Lodge #2	Non-medical Staff - non-union	No union	2	3.08
Caroline Macklem Home	Staff	No union	2	0.00
Caroline Macklem Home	Staff	No union	3	0.00
Caroline Macklem Home	Staff	No union	4	3.11
Caroline Macklem Home	Staff	No union	5	3.02
Maple Ridge Hospital Association	Mid. Management	No union	4	4.80
Maple Ridge Hospital Association	Mid. Management	No union	5	3.51
Maple Ridge Hospital Association	Mid. Management	No union	6	2.00
Maple Ridge Hospital Association	Mid. Management	No union	7	0.00
Menno Home	Mid. Management	No union	6	2.60
Menno Home	Staff	No union	6	3.18
Menno Hospital	Mid. Management	No union	5	2.97
Menno Hospital	Non-contract Staff	No union	5	3.00
Mennonite Intermediate Care Home Society	Staff	No union	4	2.97
Terrace & District Hospital Assn.	Mid. Management	No union	6	5.00
Terrace & District Hospital Assn.	Mid. Management	No union	7	3.88
Terrace & District Hospital Assn.	Mid. Management	No union	8	3.05
Terrace & District Hospital Assn.	Mid. Management	No union	9	1.90
Mission Memorial Hospital	Mid. Management	No union	5	4.88
Mission Memorial Hospital	Mid. Management	No union	6	4.25
Mission Memorial Hospital	Mid. Management	No union	7	0.00
Mission Memorial Hospital	Staff	No union	5	3.14
Mission Memorial Hospital	Staff	No union	6	3.10
Mount Paul Private Hospital	Administrative Staff	No union	5	0.67
Mount Paul Private Hospital	Administrative Staff	No union	6	2.97
Mount Paul Private Hospital	Mid. Management	No union	5	1.68
Mount Paul Private Hospital	Mid. Management	No union	6	1.65
Mount Paul Private Hospital	Non Union Nurses	No union	5	0.90
Mount Paul Private Hospital	Non Union Nurses	No union	6	5.95
Mount St. Francis Hospital	Mid. Management	No union	3	1.95
Mount St. Francis Hospital	Mid. Management	No union	4	8.10
Mount St. Francis Hospital	Mid. Management	No union	5	4.73
Mount St. Francis Hospital	Mid. Management	No union	6	0.00
Mount Saint Joseph Hospital	Non-contract Staff	No union	5	3.87
Mount Saint Joseph Hospital	Non-contract Staff	No union	6	2.93
Mount Saint Joseph Hospital	Non-contract Staff	No union	7	1.91
Mount St. Mary Hospital	Mid. Management	No union	5	3.11
Mount St. Mary Hospital	Staff	No union	5	3.19
Mountain View Lodge	Mid. Management	No union	5	3.52
Mountain View Lodge	Mid. Management	No union	6	2.99
Mountain View Lodge	Mid. Management	No union	7	2.19
Mount Edwards Court Care Home	Mid. Management	No union	2	0.00
Mount Edwards Court Care Home	Mid. Management	No union	3	0.00

Employer	Employee Group	Union	Year	Unweighted % Increase
Mount Edwards Court Care Home	Mid. Management	No union	4	8.09
Mount Edwards Court Care Home	Mid. Management	No union	5	2.42
Mt. Edwards Court Care Home	Staff	I.U.O.E.	5	4.11
Mt. Edwards Court Care Home	Staff	I.U.O.E.	6	3.65
Nanaimo Regional General Hospital	Non-contract Staff	No union	4	0.00
Nanaimo Regional General Hospital	Non-contract Staff	No union	5	6.04
Nanaimo Travellers Lodge	Mid. Management	No union	5	2.98
Nanaimo Travellers Lodge	Staff	H.E.U.	5	4.73
Nanaimo Travellers Lodge	Staff	H.E.U.	6	3.78
Nelson Jubilee Manor	Staff	H.E.U.	5	6.54
Nelson Jubilee Manor	Staff	H.E.U.	6	4.28
New Vista Society	Mid. Management	No union	6	2.96
New Vista Care Home	Non-medical Staff - union	H.E.U.	5	4.31
New Vista Care Home	Non-medical Staff - union	H.E.U.	6	3.85
Nicola Valley General Hospital	Mid. Management	No union	5	2.89
North Shore Private Hospital	Staff	No union	2	3.00
North Shore Private Hospital	Staff	No union	3	3.01
North Shore Union Board of Health	Union Nurses	B.C.N.U.	1	2.59
North Shore Union Board of Health	Union Nurses	B.C.N.U.	2	2.44
Oak Bay Kiwanis Pavilion	Administrative Staff	No union	5	1.64
Oak Bay Kiwanis Pavilion	Administrative Staff	No union	6	3.18
Oak Bay Kiwanis Pavilion	Non Union Nurses	No union	4	1.63
Oak Bay Kiwanis Pavilion	Staff	No union	4	1.69
Oak Bay Kiwanis Pavilion	Staff	No union	5	3.17
Oak Bay Kiwanis Pavilion	Supervis./Foremen/Secretaries	No union	4	1.11
Okanagan Commemorative Pioneer Cultural	Supervis./Foremen/Secretaries	No union	5	3.09
Okanagan Commem. Pioneer Cultural Soc.	Mid. Management	No union	2	2.44
Okanagan Commem. Pioneer Cultural Soc.	Mid. Management	No union	3	2.98
Okanagan Commemorative Pioneer Cultural	Mid. Management	No union	4	2.89
Omineca Lodge	Non Union Nurses	No union	2	2.80
Omineca Lodge	Mid. Management	No union	5	2.88
Omineca Lodge	Mid. Management	No union	6	3.07
Omineca Lodge	Mid. Management	No union	7	3.07
Omineca Lodge	Non Union Nurses	No union	4	2.01
Omineca Lodge	Non Union Nurses	No union	5	5.26
Omineca Lodge	Non Union Nurses	No union	6	4.45
100 Mile District General Hospital	Non Union Nurses	No union	7	0.49
100 Mile District General Hospital	Jr. Management	No union	6	1.77
Kamloops Society for Alcohol & Drug Prg.	Mid. Management	No union	6	2.95
Parkdale Place Housing Society	Mid. Management	No union	4	1.75
Parkdale Place Housing Society	Administrative Staff	No union	3	1.98
Parkdale Place Housing Society	Administrative Staff	No union	4	2.95
Parkdale Place Housing Society	Administrative Staff	No union	5	2.91
Parkdale Place Housing Society	Staff	C.U.P.E.	5	4.11
Parkdale Place Housing Society	Staff	C.U.P.E.	6	2.91
Parkdale Place Housing Society	Supervis./Foremen/Secretaries	No union	3	1.97
Parkdale Place Housing Society	Supervis./Foremen/Secretaries	No union	4	2.85
Parkdale Place Housing Society	Supervis./Foremen/Secretaries	No union	5	2.84

Employer	Employee Group	Union	Year	Unweighted % Increase
Parkholm Lodge	Non Union Nurses	No union	4	1.94
Parkholm Lodge	Non Union Nurses	No union	5	5.38
Parkholm Lodge	Non Union Nurses	No union	6	4.77
Parkholm Lodge	Non Union Nurses	No union	7	0.00
Parkholm Lodge	Non-contract Staff	No union	4	2.32
Parkholm Lodge	Non-contract Staff	No union	5	2.89
Parkholm Lodge	Professional Staff	No union	5	2.93
Parkholm Lodge	Professional Staff	No union	6	3.00
Parkview Place Society	Staff	No union	5	3.71
Parkview Place Society	Staff	No union	6	3.58
Parkview Place Society	Staff	No union	7	2.63
Parkview Place Society	Staff	No union	8	2.93
Peace Arch District Hospital	Mid. Management	No union	6	2.84
Peace Arch District Hospital	Non-contract Staff	No union	6	2.85
Peace River Haven	Administrative Staff	No union	4	1.87
Peace River Haven	Administrative Staff	No union	5	2.73
Peace River Haven	Management / Nurses	No union	4	0.00
Peace River Haven	Management / Nurses	No union	5	10.92
Peace River Haven	Management / Nurses	No union	6	4.25
Peace River Haven	Management / Nurses	No union	7	0.00
Peace River Haven	Non Union Nurses	No union	1	2.62
Peace River Haven	Non Union Nurses	No union	2	6.62
Peace River Haven	Non Union Nurses	No union	3	5.49
Peace River Haven	Non Union Nurses	No union	4	0.00
Pearson Hospital	Professional Staff	Prof. Emp. Assn	1	6.06
Pearson Hospital	Professional Staff	Prof. Emp. Assn	2	1.94
Pearson Hospital	Professional Staff	Prof. Emp. Assn	3	4.43
Pearson Hospital	Professional Staff	Prof. Emp. Assn	4	1.91
Pearson Hospital	Staff	B.C.G.E.U.	1	1.32
Pearson Hospital	Staff	B.C.G.E.U.	2	3.05
Pearson Hospital	Staff	B.C.G.E.U.	3	2.95
Pearson Hospital	Staff	B.C.G.E.U.	4	2.44
Pearson Hospital	Union Nurses	B.C.N.U.	1	2.89
Pearson Hospital	Union Nurses	B.C.N.U.	2	2.39
Pearson Hospital	Union Nurses	B.C.N.U.	3	2.12
Pearson Hospital	Union Nurses	B.C.N.U.	4	2.90
Pemberton Health Centre	Administrative Staff	No union	3	0.00
Pemberton Health Centre	Administrative Staff	No union	4	0.91
Penticton & District Retirement Service	Administrative Staff	No union	5	3.09
Penticton & District Retirement Service	Administrative Staff	No union	6	2.88
Penticton & District Retirement Service	Management / Nurses	No union	4	1.98
Penticton & District Retirement Service	Management / Nurses	No union	5	2.98
Penticton & District Retirement Service	Management / Nurses	No union	6	2.91
Penticton Regional Hospital	Mid. Management	No union	5	2.93
Pleasant Meadows Lodge (1984) Ltd.	Staff	No union	4	0.12
Pleasant View Housing Society	Mid. Management	No union	4	1.95
Pleasant View Housing Society	Mid. Management	No union	5	2.90
Pleasant View Housing Society	Mid. Management	No union	6	2.91

Employer	Employee Group	Union	Year	Unweighted % Increase
Pleasant View Housing Society	Support Staff	C.U.P.E.	4	2.94
Pleasant View Housing Society	Support Staff	C.U.P.E.	5	2.48
Pleasant View Housing Society	Support Staff	C.U.P.E.	6	2.91
Ponderosa Lodge	Mid. Management	No union	5	3.00
Ponderosa Lodge	Mid. Management	No union	6	2.50
Port Hardy Hospital	Mid. Management	No union	5	2.92
Pouce Coupe Community Hospital	Account / Payroll Officer	No union	4	2.83
Pouce Coupe Community Hospital	Mid. Management	No union	4	2.95
Powell River General Hospital	Non-contract Staff	No union	5	2.99
Powell River General Hospital	Non-contract Staff	No union	6	2.56
Prince George Regional Hospital	Non-contract Staff	No union	5	1.02
Prince George Snr. Citizen Home Society	Mid. Management	No union	6	2.85
Prince George Snr. Citizens Homes Soc.	Non-medical Staff - union	C.U.P.E.	3	3.16
Prince Rupert Regional Hospital	Jr. Management	No union	6	3.06
Princeton General Hospital	Mid. Management	No union	4	1.86
Princeton General Hospital	Mid. Management	No union	5	5.36
Princeton General Hospital	Mid. Management	No union	6	4.54
Princeton General Hospital	Mid. Management	No union	7	0.00
Princeton General Hospital	Non-contract Staff	No union	4	1.91
Princeton General Hospital	Non-contract Staff	No union	5	5.96
Princeton General Hospital	Non-contract Staff	No union	6	4.43
Princeton General Hospital	Non-contract Staff	No union	7	0.00
Princeton Long Term Care Society	Mid. Management	No union	4	1.89
Princeton Long Term Care Society	Mid. Management	No union	5	5.36
Princeton Long Term Care Society	Mid. Management	No union	6	4.56
Princeton Long Term Care Society	Mid. Management	No union	7	0.00
Princeton Long Term Care Society	Non-contract Staff	No union	4	1.96
Princeton Long Term Care Society	Non-contract Staff	No union	5	5.71
Princeton Long Term Care Society	Non-contract Staff	No union	6	4.79
Princeton Long Term Care Society	Non-contract Staff	No union	7	0.00
Queen Alexandra Hospital for Children	Mid. Management	No union	2	2.25
Arbutus Society for Children	Mid. Management	No union	3	4.23
Arbutus Society for Children	Mid. Management	No union	4	2.34
Queen Victoria Hospital	Mid. Management	No union	4	5.14
Queen Victoria Hospital	Mid. Management	No union	5	4.47
Queen Victoria Hospital	Mid. Management	No union	6	2.89
Queen Victoria Hospital	Mid. Management	No union	7	0.00
Queen's Park Hospital Society	Staff	No union	5	3.01
Raspberry Lodge	Non Union Nurses	No union	1	3.04
Raspberry Lodge	Non Union Nurses	No union	2	3.12
Raspberry Lodge	Non Union Nurses	No union	3	3.59
Raspberry Lodge	Non Union Nurses	No union	4	2.62
Raspberry Lodge	Non Union Nurses	No union	5	3.05
Raspberry Lodge	Non Union Nurses	No union	6	2.49
Resthaven Lodge	Staff	No union	3	0.00
Resthaven Lodge	Staff	No union	4	2.55
Rest Haven Lodge	Staff	No union	5	-0.89
Richmond General Hospital	Non-contract Staff	No union	5	2.81

Employer	Employee Group	Union	Year	Unweighted % Increase
Richmond Lions Manor	Mid. Management	No union	4	1.84
Richmond Lions Manor	Mid. Management	No union	5	2.59
Richmond Lions Manor	Mid. Management	No union	6	2.84
Richmond Lions Manor	Staff	H.E.U.	5	4.19
Richmond Lions Manor	Staff	H.E.U.	6	3.79
Riverview Hospital Volunteer Assn.	Staff	C.U.P.E.	4	0.82
Rocky Mountain Lodge	Non Union Nurses	No union	1	2.99
Rocky Mountain Lodge	Non Union Nurses	No union	2	2.02
Rocky Mountain Lodge	Non Union Nurses	No union	3	6.88
Rocky Mountain Lodge	Non Union Nurses	No union	4	2.62
Rocky Mountain Lodge	Non-medical Staff - non-union	No union	1	3.25
Rocky Mountain Lodge	Non-medical Staff - non-union	No union	2	4.06
Rocky Mountain Lodge	Non-medical Staff - non-union	No union	3	3.73
Rocky Mountain Lodge	Non-medical Staff - non-union	No union	4	2.88
Rose Manor	Staff	No union	4	3.06
Rose Manor	Staff	No union	5	2.97
Rosewood Manor	Administrative Staff	No union	5	3.07
Rosewood Manor	Municipal Service - union	H.E.U.	4	6.22
Rosewood Manor	Municipal Service - union	H.E.U.	5	4.65
Rosewood Manor	Staff	No union	4	3.48
Rosewood Manor	Staff	No union	5	2.63
Rotary Manor	Mid. Management	No union	6	3.02
Rotary Manor	Non Union Nurses	No union	3	3.77
Rotary Manor	Non Union Nurses	No union	4	5.42
Rotary Manor	Non Union Nurses	No union	5	4.69
Rotary Manor	Non Union Nurses	No union	6	0.00
Rotary Manor	Non-medical Staff - union	H.E.U.	4	8.38
Rotary Manor	Non-medical Staff - union	H.E.U.	5	6.30
Rotary Manor	Non-medical Staff - union	H.E.U.	7	11.39
Royal Arch Masonic Home	Mid. Management	No union	5	3.11
Royal Arch Masonic Home	Mid. Management	No union	6	3.16
Royal Arch Masonic Home Society	Non-medical Staff - union	H.E.U.	5	4.48
Royal Arch Masonic Home Society	Non-medical Staff - union	H.E.U.	6	3.88
Royal Inland Hospital	Non-contract Staff	No union	4	2.45
Royal Inland Hospital	Non-contract Staff	No union	5	2.79
Royal Inland Hospital	Senior Managers	No union	2	1.12
Royal Inland Hospital	Senior Managers	No union	3	3.01
Royal Jubilee Hospital	Non-medical Staff - union	I.B.E.W.	4	1.93
Royal Jubilee Hospital	Non-medical Staff - union	I.B.E.W.	5	2.00
Royal Jubilee Hospital	Non-medical Staff - union	I.B.E.W.	6	2.69
Royal Jubilee Hospital	Non-medical Staff - union	I.B.E.W.	7	2.87
Saanich Peninsula Hospital	Non-contract Staff	No union	5	2.84
Sagebrush Lodge	Mid. Management	No union	4	2.86
Sagebrush Lodge	Mid. Management	No union	5	3.24
Sagebrush Lodge	Non-medical Staff - union	H.E.U.	4	5.58
Sagebrush Lodge	Non-medical Staff - union	H.E.U.	5	3.71
Sagebrush Lodge	Professional Staff	No union	4	3.26
Sagebrush Lodge	Professional Staff	No union	5	3.21

Employer	Employee Group	Union	Year	Unweighted % Increase
St. Mary's Hospital	Mid. Management	No union	4	2.21
Saint Mary's Hospital	Mid. Management	No union	5	5.46
Saint Mary's Hospital	Mid. Management	No union	6	5.34
Saint Mary's Hospital	Mid. Management	No union	7	3.34
Saint Mary's Hospital	Mid. Management	No union	8	0.00
Salvation Army, Buchanan Court	Staff	No union	1	2.88
Salvation Army Buchanan Sunset Lodge	Management / Nurses	No union	4	5.74
Salvation Army Buchanan Sunset Lodge	Management / Nurses	No union	5	0.00
Salvation Army, Buchanan Memorial Lodge	Non-medical Staff - union	H.E.U.	5	5.40
Salvation Army, Buchanan Sunset Lodge	Non-medical Staff - union	H.E.U.	6	4.25
Salvation Army Buchanan Court	Union Nurses	No union	1	0.75
Salvation Army Sunset Lodge	Mid. Management	No union	5	2.98
Salvation Army Sunset Lodge	Staff	H.E.U.	5	4.84
Salvation Army Sunset Lodge	Staff	H.E.U.	6	4.39
Shaughnessy Hospital	Mid. Management	No union	4	2.86
Shaughnessy Hospital	Mid. Management	No union	5	2.95
Shaughnessy Hospital	Professional Staff	No union	6	5.94
Shaughnessy Hospital	Senior Managers	No union	2	2.10
Shaughnessy Hospital Society	Senior Managers	No union	3	1.51
Yaletown House Society	Mid. Management	No union	4	-1.32
Yaletown House Society	Mid. Management	No union	5	-0.29
Yaletown House Society	Staff	H.E.U.	5	4.60
Yaletown House Society	Staff	H.E.U.	6	2.40
Shorncliffe	Staff	No union	2	0.00
Shorncliffe	Staff	No union	3	0.00
Shorncliffe	Staff	No union	4	2.86
Slocan Community Hospital and Health	Mid. Management	No union	6	2.97
Slocan Community Hospital	Non-medical Staff - union	B.C.G.E.U.	4	1.84
Slocan Community Hospital	Non-medical Staff - union	B.C.G.E.U.	5	2.51
Slocan Community Hospital	Non-medical Staff - union	B.C.G.E.U.	6	2.44
Slocan Community Hospital	Non-medical Staff - union	B.C.G.E.U.	7	1.71
South Okanagan General Hospital	Non-contract Staff	No union	6	2.97
Southpines Private Hospital	Non-medical Staff - non-union	No union	1	0.00
Southpines Private Hospital (P)	Non-medical Staff - non-union	No union	2	3.00
Sparwood General Hospital	(Executive) Secretaries	No union	6	2.97
Sparwood General Hospital	Mid. Management	No union	6	2.94
St. Bartholomew's Hospital	Mid. Management	No union	3	2.81
St. George's Hospital	Mid. Management	No union	6	2.93
St. John Hospital	Mid. Management	No union	5	3.15
St. Joseph's General Hospital	Mid. Management	No union	5	2.85
St. Jude's Anglican Home	Mid. Management	No union	5	2.85
St. Jude's Anglican Home	Mid. Management	No union	6	3.85
St. Jude's Anglican Home	Staff	H.E.U.	5	5.59
St. Jude's Anglican Home	Staff	H.E.U.	6	4.06
St. Mary's Hospital	Non-contract Staff	No union	5	2.97
St. Michael's Centre	Non-contract Staff	No union	6	2.99
St. Paul's Hospital	Non-contract Staff	No union	6	3.00
St. Paul's Hospital	Senior Managers	No union	2	2.99

Employer	Employee Group	Union	Year	Unweighted % Increase
St. Paul's Hospital	Senior Managers	No union	3	2.96
St. Vincent's Arbutus Hospital	Mid. Management	No union	1	7.98
St. Vincent's Arbutus Hospital	Mid. Management	No union	2	0.00
St. Vincent's Arbutus Hospital	Mid. Management	No union	3	3.61
St. Vincent's Arbutus Hospital	Mid. Management	No union	4	3.20
St. Vincent's Arbutus Hospital	Mid. Management	No union	5	2.99
St. Vincent's Arbutus Hospital	Mid. Management	No union	6	3.01
St. Vincent's Hospital	Mid. Management	No union	6	2.95
St. Vincent's Hospital	Support Staff	No union	6	2.92
Still Waters Private Hospital Ltd.	Staff	No union	5	3.03
G.F. Strong Rehabilitation Centre	Licenced Professional	No union	1	2.48
G.F. Strong Rehabilitation Centre	Licenced Professional	No union	3	6.08
Western Rehabilitation Society	Mid. Management	No union	6	2.96
Stuart Lake Hospital	Mid. Management	No union	4	2.90
Summerland General Hospital	Non-contract Staff	No union	5	2.90
Summerland General Hospital	Non-contract Staff	No union	6	2.86
Sunny Hill Hospital for Children	Administrative Staff	No union	5	3.11
Sunnybank Retirement Society	Administrative Staff	No union	5	2.98
Sunnybank Retirement Home Society	Administrative Staff	No union	6	3.01
Sunnybank Retirement Home	Staff	H.E.U.	5	4.03
Sunnybank Retirement Home	Staff	H.E.U.	6	3.73
Sunnybank Retirement Home Society	Union Nurses	B.C.N.U.	1	1.91
Sunnybank Retirement Home Society	Union Nurses	B.C.N.U.	2	5.26
Sunnybank Retirement Home Society	Union Nurses	B.C.N.U.	3	2.60
Sunnybank Retirement Home Society	Union Nurses	B.C.N.U.	4	1.83
Sunshine Inn Ltd. - Malaspina Lodge	Mid. Management	No union	3	2.97
Sunshine Inn Ltd. - Malaspina Lodge	Mid. Management	No union	4	2.95
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	No union	3	0.53
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	No union	4	0.22
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	No union	5	-2.45
Sunshine Inn Ltd. - Malaspina Lodge	Non Union Nurses	No union	6	5.79
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	No union	3	-0.26
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	No union	4	7.93
Sunshine Inn Ltd. - Malaspina Lodge	Supervis./Foremen/Secretaries	No union	5	-2.36
Surrey Memorial Hospital	Supervis./Foremen/Secretaries	No union	6	6.38
Surrey Memorial Hospital	Mid. Management	No union	4	2.72
Tabor Home Society	Mid. Management	No union	5	2.98
Tabor Home Society	Staff	No union	5	0.00
Tahsis Hospital	Staff	No union	6	3.83
Tahsis Hospital	Mid. Management	No union	6	2.85
Terraceview Lodge Society	Mid. Management	No union	7	2.73
Terraceview Lodge Society	Support Staff	B.C.G.E.U.	1	1.35
Terraceview Lodge Society	Support Staff	B.C.G.E.U.	2	1.01
Three Links Care Center	Support Staff	B.C.G.E.U.	3	1.72
Three Links Care Center	Staff	H.E.U.	5	4.57
Three Links Manor	Staff	H.E.U.	6	3.74
Three Links Manor	Administrative Staff	No union	2	3.08
	Staff	No union	2	3.19

Employer	Employee Group	Union	Year	Unweighted % Increase
Tilbury Regional Hospital Laundry	Mid. Management	No union	5	2.93
Trail Regional Hospital	Mid. Management	No union	6	2.96
Trail Regional Hospital	Supervis./Foremen/Secretaries	No union	6	2.92
Trillium Lodge	Mid. Management	No union	6	3.01
Trinity Center Care Society	Non-contract Staff	No union	3	2.86
Trinity Care Center Society	Non-contract Staff	No union	4	3.06
Trinity Center Care Society	Staff	H.E.U.	3	8.16
Trinity Center Care Society	Staff	H.E.U.	4	3.78
UBC Health Sciences Centre Hospital	Licenced Professional	H.S.A.	3	5.15
UBC Health Sciences Centre Hospital	Licenced Professional	H.S.A.	5	5.06
UBC HEalth Sciences Centre Hospital	Licenced Professional	H.S.A.	7	0.00
UBC Health Sciences Centre Hospital	Non-contract Staff	No union	3	2.91
UBC Health Sciences Centre Hospital	Non-contract Staff	No union	4	3.02
UBC Health Sciences Centre Hospital	Non-contract Staff	No union	5	2.96
UBC Health Sciences Centre Hospital	Non-medical Staff - union	H.E.U.	4	1.68
UBC Health Sciences Centre Hospital	Non-medical Staff - union	H.E.U.	5	3.39
UBC Health Sciences Centre Hospital	Non-medical Staff - union	H.E.U.	6	2.96
UBC Health Sciences Centre Hospital	Non-medical Staff - union	H.E.U.	7	2.92
UBC Health Sciences Centre Hospital	Professional Staff	No union	5	7.16
UBC Health Sciences Centre Hospital	Union Nurses	B.C.N.U.	4	1.80
UBC Health Sciences Centre Hospital	Union Nurses	B.C.N.U.	5	5.47
UBC Health Sciences Centre Hospital	Union Nurses	B.C.N.U.	6	4.80
UBC Health Sciences Centre Hospital	Union Nurses	B.C.N.U.	7	0.00
Tom Uphill Memorial Home Society	Mid. Management	No union	5	3.03
Tom Uphill Memorial Home Society	Mid. Management	No union	6	2.94
Tom Uphill Memorial Home	Non-medical Staff - union	C.U.P.E.	5	2.39
Tom Uphill Memorial Home	Non-medical Staff - union	C.U.P.E.	6	1.93
Tom Uphill Memorial Home	Non-medical Staff - union	C.U.P.E.	7	2.92
Vancouver General Hospital	Mid. Management	No union	5	3.14
Vancouver General Hospital	Senior Managers	No union	3	3.01
Vernon Jubilee Home Society - Noric Hse	Staff	H.E.U.	4	4.41
Vernon Jubilee Home Society	Staff	H.E.U.	5	3.97
Vernon Jubilee Home Society	Staff	H.E.U.	6	2.90
Vernon Jubilee Home Society	Staff	H.E.U.	7	2.88
Vernon Jubilee Hospital	Mid. Management	No union	5	2.99
Vernon Jubilee Hospital	Senior Managers	No union	2	2.92
Versun Enterprises Ltd.	Staff	No union	1	9.97
Versun Enterprises Ltd.	Staff	No union	2	5.72
Versun Enterprises Ltd.	Staff	No union	3	2.86
Versun Enterprises Ltd.	Staff	No union	4	4.77
Versun Enterprises Ltd.	Staff	No union	5	0.00
Versun Enterprises Ltd.	Staff	No union	6	3.20
Victoria Chinatown Care Society	Staff	No union	3	0.00
Victoria Chinatown Care Society	Staff	No union	4	3.03
Victoria Regional Laundry Society	Non-medical Staff - union	B.C.G.E.U.	1	1.29
Victoria Regional Laundry Society	Non-medical Staff - union	B.C.G.E.U.	2	2.48
Victoria Regional Laundry Society	Non-medical Staff - union	B.C.G.E.U.	3	4.10
Victoria Regional Laundry Society	Non-medical Staff - union	B.C.G.E.U.	4	0.00

Employer	Employee Group	Union	Year	Unweighted % Increase
Villa Cathay Care Home	Mid. Management	No union	6	3.21
Villa Cathay Care Home	Staff	No union	6	3.00
West Coast General Hospital	Licenced Professional	H.S.A.	5	8.44
West Coast General Hospital	Licenced Professional	H.S.A.	6	4.98
West Coast General Hospital	Licenced Professional	H.S.A.	7	0.00
West Coast General Hospital	Non-medical Staff - union	H.E.U.	1	1.63
West Coast General Hospital	Non-medical Staff - union	H.E.U.	2	4.67
West Coast General Hospital	Non-medical Staff - union	H.E.U.	3	2.57
West Coast General Hospital	Non-medical Staff - union	H.E.U.	4	2.88
West Coast General Hospital	Union Nurses	B.C.N.U.	4	1.38
West Coast General Hospital	Union Nurses	B.C.N.U.	5	6.01
West Coast General Hospital	Union Nurses	B.C.N.U.	6	5.48
West Coast General Hospital	Union Nurses	B.C.N.U.	7	0.00
West Vancouver Sr. Citizens Housing Soc.	Mid. Management	No union	6	2.89
West Vancouver Sr. Citizens Housing Soc.	Non-medical Staff - union	H.E.U.	5	5.42
West Vancouver Sr. Citizens Housing Soc.	Non-medical Staff - union	H.E.U.	6	4.11
Whispering Pines Lodge	Staff	No union	1	0.00
Whispering Pines Lodge	Staff	No union	2	4.14
Willingdon Park Hospital Ltd.	Non-medical Staff - non-union	No union	1	3.05
Willowdale Guest Home	Staff	No union	5	0.00
Willowhaven Private Hospital Ltd.	Non Union Nurses	No union	4	3.51
Willowhaven Private Hospital Ltd.	Non Union Nurses	No union	5	2.92
Windermere District Hospital	Mid. Management	No union	5	2.86
Windermere District Hospital	Mid. Management	No union	6	2.73
Wrinch Memorial Hospital	Mid. Management	No union	1	1.94
Wrinch Memorial Hospital	Mid. Management	No union	2	7.32
Wrinch Memorial Hospital	Mid. Management	No union	3	4.57
Wrinch Memorial Hospital	Mid. Management	No union	4	0.00
Yauvilla Residence	Mid. Management	No union	5	2.97
Yauvilla Residence	Staff	No union	6	2.61
Yucalta Lodge	Mid. Management	No union	4	2.96
Yucalta Lodge	Mid. Management	No union	5	2.98
Zion Park Manor	Staff	No union	4	3.54
Zion Park Manor	Staff	No union	5	2.11
Zion Park Manor	Staff	No union	6	3.13
Zion Park Manor	Union Nurses	No union	5	3.74
Zion Park Manor	Union Nurses	No union	6	1.98

Employer	Employee Group	Union	Year	Unweighted % Increase
EDUCATION				
B.C.I.T.	Instructors - union	Staff Assn.	5	1.41
B.C.I.T.	Support Staff	B.C.G.E.U.	4	1.83
B.C.I.T.	Support Staff	B.C.G.E.U.	5	3.58
B.C.I.T.	Support Staff	B.C.G.E.U.	6	2.87
Camosun College	Instructors - union	Faculty Assn.	8	3.18
Camosun College	Jr. Management	No union	8	2.98
Camosun College	Professional Staff	B.C.G.E.U.	8	3.22
Camosun College	Special Instructional Staff	No union	8	0.00
Camosun College	Support Staff	C.U.P.E.	8	3.19
Capilano College	Instructors - union	Faculty Assn.	5	7.15
Capilano College	Instructors - union	Faculty Assn.	6	3.17
Capilano College	Instructors - union	Faculty Assn.	7	2.57
Capilano College	Mid. Management	No union	5	2.95
Capilano College	Senior Managers	No union	3	2.84
Cariboo College	Administrative Staff	No union	6	2.83
Cariboo College	Senior Managers	No union	3	2.88
College of New Caledonia	Jr. Management	No union	6	2.77
College of New Caledonia	Senior Managers	No union	1	2.96
College of New Caledonia	Senior Managers	No union	2	2.98
College of New Caledonia	Senior Managers	No union	3	2.96
Douglas College	Jr. Management	No union	5	2.87
Douglas College	Jr. Management	No union	6	3.06
Douglas College	Senior Managers	No union	2	2.03
Douglas College	Senior Managers	No union	3	3.19
Douglas College	Support Staff	B.C.G.E.U.	5	2.92
Douglas College	Support Staff	B.C.G.E.U.	6	1.55
East Kootenay Community College	Mid. Management	No union	4	4.34
East Kootenay Community College	Mid. Management	No union	5	1.68
Emily Carr College of Art & Design	Instructors - union	Faculty Assn.	5	2.98
Emily Carr College of Art & Design	Jr. Management	No union	5	2.96
Emily Carr College of Art & Design	Support Staff	V.M.R.E.U.	5	2.53
Emily Carr College of Art & Design	Support Staff	V.M.R.E.U.	6	2.89
Fraser Valley College	Administrative Staff	No union	6	2.85
Fraser Valley College	Directors	No union	8	1.85
Fraser Valley College	Instructors - union	Faculty Assn.	8	2.67
Fraser Valley College	Mid. Management	No union	8	2.84
Fraser Valley College	Senior Managers	No union	3	2.85
Fraser Valley College	Support Staff	No union	8	2.59
Justice Institute of B.C.	Staff	No union	5	3.83
Kwantlen College	Instructors - union	Faculty Assn.	8	2.15
Kwantlen College	Jr. Management	No union	8	2.83
Malaspina College	(Executive) Secretaries	No union	4	1.39
Malaspina College	Instructors - union	Faculty Assn.	5	1.86
Malaspina College	Jr. Management	No union	4	1.46
Malaspina College	Support Staff	C.U.P.E.	4	0.40
Malaspina College	Support Staff	C.U.P.E.	5	5.31
Northern Lights College	Instructors - union	B.C.G.E.U.	8	3.16
Northern Lights College	Mid. Management	No union	8	2.73

Employer	Employee Group	Union	Year	Unweighted % Increase
Northern Lights College	Support Staff	B.C.G.E.U.	6	4.17
Northern Lights College	Support Staff	B.C.G.E.U.	7	1.29
Northwest Community College	Instructors - union	C.U.P.E.	5	2.12
Northwest Community College	Jr. Management	No union	6	2.68
Okanagan College	Administrative Staff	No union	5	2.75
Okanagan College	Administrative Staff	No union	6	2.47
Okanagan College	Instructors - union	Faculty Assn.	6	2.67
Okanagan College	Part Time Employees	Faculty Assn.	1	2.98
Okanagan College	Professional Staff	B.C.G.E.U.	5	2.91
Okanagan College	Professional Staff	B.C.G.E.U.	6	3.61
Okanagan College	Senior Managers	No union	2	1.99
Okanagan College	Senior Managers	No union	3	1.97
Okanagan College	Support Staff	B.C.G.E.U.	4	2.73
Okanagan College	Support Staff	B.C.G.E.U.	5	2.43
Open Learning Institute	Child Aides	No union	2	3.09
Open Learning Institute	Instructors - non-union	No union	6	2.02
Open Learning Institute	Senior Managers	No union	3	1.95
Open Learning Institute	Support Staff	B.C.G.E.U.	5	1.88
Pacific Marine Training Institute	Instructors - union	No union	6	0.99
Pacific Marine Training Institute	Mid. Management	No union	6	3.07
City of Port Coquitlam	Firefighters	I.A.F.F.	5	3.15
School District #1 (Fernie)	Administrative Staff	No union	5	2.17
School District #1 (Fernie)	Administrative Staff	No union	6	1.93
School District No. 1 (Fernie)	Teachers	Teachers' Assn.	5	2.98
School District No. 2 (Cranbrook)	Non-contract Staff	No union	5	2.41
School District No. 2 (Cranbrook)	Staff	C.U.P.E.	5	2.82
School District #2 (Cranbrook)	Teachers	Teachers' Assn.	5	3.00
School District #3 (Kimberley)	Administrative Staff	No union	5	0.00
School District #3 (Kimberley)	Administrative Staff	No union	6	4.30
School District #3 (Kimberley)	Educational Support	No union	5	2.73
School District #3 (Kimberley)	Senior & Exempt Staff	No union	2	2.88
School District No. 3 (Kimberley)	Senior Managers	No union	5	2.98
School District #3 (Kimberley)	Staff	C.U.P.E.	5	0.00
School District #3 (Kimberley)	Staff	C.U.P.E.	6	5.34
School District #3 (Kimberley)	Substitute Teachers	No union	5	2.99
School District #3 (Kimberley)	Supervis./Foremen/Secretaries	No union	5	0.00
School District #3 (Kimberley)	Supervis./Foremen/Secretaries	No union	6	3.52
School District #3 (Kimberley)	Teachers	Teachers' Assn.	5	2.94
School District #4 (Windermere)	(Executive) Secretaries	No union	4	1.48
School District #4 (Windermere)	Child Aides	No union	4	1.44
School District #4 (Windermere)	Child Aides	No union	5	3.38
School District #4 (Windermere)	Child Aides	No union	6	1.92
School District #4 (Windermere)	Mid. Management	No union	4	4.07
School District #4 (Windermere)	Staff	C.U.P.E.	4	1.44
School District #4 (Windermere)	Staff	C.U.P.E.	5	3.29
School District #4 (Windermere)	Staff	C.U.P.E.	6	2.00
School District #4 (Windermere)	Teachers	Teachers' Assn.	6	2.86
School District #7 (Nelson)	Administrative Staff	No union	5	2.89

Employer	Employee Group	Union	Year	Unweighted % Increase
School District #7 (Nelson)	Staff	C.U.P.E.	5	0.00
School District #7 (Nelson)	Staff	C.U.P.E.	6	5.79
School District #9 (Castlegar)	Administrative Staff	No union	5	2.79
School District #9 (Castlegar)	Staff	C.U.P.E.	5	2.79
School District #9 (Castlegar)	Staff	C.U.P.E.	6	2.84
School District #9 (Castlegar)	Supervis./Foremen/Secretaries	No union	1	3.53
School District No. 10 (Arrow Lakes)	Teachers	Teachers' Assn.	6	3.01
School District No. 10 (Arrow Lakes)	Mid. Management	No union	5	2.94
School District No. 10 (Arrow Lakes)	Non-contract Staff	No union	5	2.92
School District No. 10 (Arrow Lakes)	Part Time Employees	C.U.P.E.	5	2.99
School District No. 10 (Arrow Lakes)	Part Time Employees	C.U.P.E.	6	3.04
School District No. 10 (Arrow Lakes)	Staff	C.U.P.E.	5	2.93
School District No. 10 (Arrow Lakes)	Staff	C.U.P.E.	6	2.91
School District No. 10 (Arrow Lakes)	Substitute Teachers	No union	4	3.93
School District No. 10 (Arrow Lakes)	Substitute Teachers	No union	5	2.62
School District #10 (Arrow Lakes)	Teachers	Teachers' Assn.	5	3.20
School District No. 11 (Trail)	Administrative Staff	No union	5	3.26
School District No. 11 (Trail)	Mid. Management	No union	4	3.17
School District No. 11 (Trail)	Professional Staff	No union	2	2.99
School District #11 (Trail)	Substitute Teachers	Teachers' Assn.	5	2.50
School District #11 (Trail)	Teachers	Teachers' Assn.	5	3.14
School District #12 (Grand Forks)	(Executive) Secretaries	No union	5	2.98
School District #12 (Grand Forks)	(Executive) Secretaries	No union	6	2.90
School District No.12 (Grand Forks)	Mid. Management	No union	3	0.00
School District No.12(Grand Forks)	Mid. Management	No union	4	0.00
School District No.12(Grand Forks)	Mid. Management	No union	5	3.14
School District #12 (Grand Forks)	Speech Therapist	No union	2	0.00
School District #12 (Grand Forks)	Speech Therapist	No union	3	0.94
School District No.12 (Grand Forks)	Speech Therapist	No union	4	3.05
School District #12 (Grand Forks)	Staff	C.U.P.E.	5	2.91
School District #12 (Grand Forks)	Staff	C.U.P.E.	6	3.07
School District #12 (Grand Forks)	Support Staff	No union	5	2.83
School District #12 (Grand Forks)	Support Staff	No union	6	2.94
School District #12 (Grand Forks)	Teachers	Teachers' Assn.	5	3.18
School District #12 (Grand Forks)	Teachers	Teachers' Assn.	6	3.07
School District No.13(Kettle Valley)	(Executive) Secretaries	No union	1	3.13
School District No.13(Kettle Valley)	Senior Managers	No union	2	3.10
School District #14 (South Okanagan)	Teachers	Teachers' Assn.	5	3.03
School District No. 15 (Penticton)	Junior Exempt Staff	No union	5	3.17
School District No. 15 (Penticton)	Senior Managers	No union	2	0.00
School District No. 15 (Penticton)	Senior Managers	No union	3	3.18
School District #15 (Penticton)	Substitute Teachers	No union	5	3.10
School District #15 (Penticton)	Teachers	Teachers' Assn.	5	3.08
School District #16 (Keremeos)	Teachers	Teachers' Assn.	5	2.60
School District #17 (Princeton)	(Executive) Secretaries	No union	5	1.95
School District No. 17 (Princeton)	(Executive) Secretaries	No union	6	2.97
School District #17 (Princeton)	Secretary Treasurer	No union	2	1.92
School District No.17 (Princeton)	Secretary Treasurer	No union	3	0.00

Employer	Employee Group	Union	Year	Unweighted % Increase
School District #17 (Princeton)	Teachers	Teachers' Assn.	5	3.03
School District #18 (Golden)	(Executive) Secretaries	No union	4	1.95
School District #18 (Golden)	(Executive) Secretaries	No union	5	2.84
School District #18 (Golden)	Assistant Secretary Treasurer	No union	1	2.01
School District #18 (Golden)	Assistant Secretary Treasurer	No union	2	3.00
School District #18 (Golden)	Child Aides	No union	4	2.02
School District #18 (Golden)	Child Aides	No union	5	2.97
School District #18 (Golden)	Child Aides	No union	6	2.01
School District #18 (Golden)	Staff	C.U.P.E.	4	1.95
School District #18 (Golden)	Staff	C.U.P.E.	5	3.42
School District #18 (Golden)	Staff	C.U.P.E.	6	1.92
School District #18 (Golden)	Supervis./Foremen/Secretaries	No union	4	2.01
School District #18 (Golden)	Supervis./Foremen/Secretaries	No union	5	2.90
School District #18 (Golden)	Teachers	Teachers' Assn.	3	4.44
School District No. 18 (Golden)	Teachers	Teachers' Assn.	4	3.10
School District No. 18 (Golden)	Teachers	Teachers' Assn.	5	1.61
School District #19 (Revelstoke)	Staff	I.U.O.E.	5	1.88
School District #19 (Revelstoke)	Teachers	Teachers' Assn.	6	2.97
School District #21 (Armstrong)	Teachers	Teachers' Assn.	5	2.96
School District #22 (Vernon)	Mid. Management	No union	4	2.81
School District No. 22 (Vernon)	Senior Managers	No union	3	3.14
School District No. 22 (Vernon)	Teachers	Teachers' Assn.	5	3.19
School District #23 (Central Okanagan)	Senior Managers	No union	3	3.03
School District #23 (Central Okanagan)	Supervis./Foremen/Secretaries	No union	6	2.98
School District #23 (Central Okanagan)	Teachers	Teachers' Assn.	5	3.07
School District #24 (Kamloops)	Staff	No union	4	2.12
School District #24 (Kamloops)	Staff	No union	5	2.12
School District #24 (Kamloops)	Support Staff	C.U.P.E.	4	0.00
School District #24 (Kamloops)	Support Staff	C.U.P.E.	5	6.19
School District #24 (Kamloops)	Teachers	Teachers' Assn.	3	4.28
School District #24 (Kamloops)	Teachers	Teachers' Assn.	4	3.04
School District #24 (Kamloops)	Teachers	Teachers' Assn.	5	3.09
School District #26 (North Thompson)	Administrative Staff	No union	2	2.24
School District No. 26 (North Thompson)	Administrative Staff	No union	3	2.47
School District No.26(North Thompson)	Support Staff	C.U.P.E.	4	2.78
School District No.26(North Thompson)	Support Staff	C.U.P.E.	5	2.59
School District #26 (North Thompson)	Teachers	Teachers' Assn.	3	3.13
School District No.26 (North Thompson)	Teachers	Teachers' Assn.	4	3.18
School District No.27(Cariboo-Chilcotin)	Teachers	Teachers' Assn.	5	2.93
School District No. 28 (Quesnel)	Senior & Exempt Staff	No union	5	2.58
School District No. 28 (Quesnel)	Senior Managers	No union	3	2.97
School District No.28(Quesnel)	Staff	U.B.C.J.	6	4.08
School District #28 (Quesnel)	Supervis./Foremen/Secretaries	No union	5	2.74
School District No. 28(Quesnel)	Supervis./Foremen/Secretaries	No union	6	2.97
School District #28 (Quesnel)	Teachers	Teachers' Assn.	5	2.51
School District #29 (Lillooet)	Secretary Treasurer	No union	4	2.93
School District #29 (Lillooet)	Supervis./Foremen/Secretaries	No union	5	2.91
School District #29 (Lillooet)	Teachers	Teachers' Assn.	6	1.04

Employer	Employee Group	Union	Year	Unweighted % Increase
School District No.30(SouthCariboo)	Teachers	Teachers' Assn.	6	3.12
School District #31 (Merritt)	Jr. Management	No union	1	2.99
School District #31 (Merritt)	Jr. Management	No union	2	2.54
School District #31 (Merritt)	Support Staff	C.U.P.E.	3	3.53
School District #31 (Merritt)	Support Staff	C.U.P.E.	4	2.31
School District #31 (Merritt)	Support Staff	C.U.P.E.	5	2.14
School District No. 31 (Merritt)	Teachers	Teachers' Assn.	5	3.20
School District No. 32 (Hope)	Hourly Employees	U.B.C.J.	5	2.87
School District #32 (Hope)	Mid. Management	No union	5	1.96
School District #32 (Hope)	Teachers	Teachers' Assn.	4	3.00
School District No. 32 (Hope)	Teachers	Teachers' Assn.	5	3.14
School District No. 33 (Chilliwack)	Jr. Management	No union	5	3.14
School District #33 (Chilliwack)	Senior Managers	No union	3	3.08
School District No. 33 (Chilliwack)	Support Staff	C.U.P.E.	5	3.05
School District #33 (Chilliwack)	Teachers	Teachers' Assn.	5	3.16
School District #34 (Abbotsford)	Administrative Staff	No union	1	3.00
School District No.34(Abbotsford)	Hourly Employees	Teamsters	6	2.04
School District No. 34 (Abbotsford)	Hourly Employees	Teamsters	7	2.81
School District #34 (Abbotsford)	Mid. Management	No union	2	5.16
School District No.34(Abbotsford)	Mid. Management	No union	3	3.03
School District No.34 (Abbotsford)	Mid. Management	No union	4	2.94
School District #34 (Abbotsford)	Senior Managers	No union	2	4.85
School District #34 (Abbotsford)	Teachers	Teachers' Assn.	4	3.20
School District #35 (Langley)	Hourly Employees	C.U.P.E.	5	3.72
School District #35 (Langley)	Hourly Employees	C.U.P.E.	6	2.88
School District No. 35 (Langley)	Senior Managers	No union	3	1.65
School District No. 35 (Langley)	Supervis./Foremen/Secretaries	No union	5	3.18
School District No.35 (Langley)	Teachers	Teachers' Assn.	5	3.17
School District No. 36 (Surrey)	Jr. Management	No union	6	3.05
School District No. 36 (Surrey)	Mid. Management	No union	6	3.04
School District No. 36 (Surrey)	Senior Managers	No union	3	3.19
School District #36 (Surrey)	Teachers	Teachers' Assn.	6	3.04
School District No. 37 (Delta)	Mid. Management	No union	5	3.11
School District No. 37 (Delta)	Senior Managers	No union	3	3.08
School District No. 37 (Delta)	Substitute Teachers	Teachers' Assn.	1	7.34
School District #38 (Richmond)	Mid. Management	No union	5	3.14
School District #38 (Richmond)	Senior Managers	No union	3	3.15
School District #38 (Richmond)	Teachers	Teachers' Assn.	5	3.16
School District No. 39 (Vancouver)	Contract Staff	I.B.E.W.	3	2.77
School District #39 (Vancouver)	Hourly Employees	I.U.O.E.	4	2.78
School District No. 39 (Vancouver)	Jr. Management	J V S A A	6	3.08
School District No. 39 (Vancouver)	Mid. Management	No union	5	3.08
School District #39 (Vancouver)	Part Time Employees	V.M.R.E.U.	6	2.90
School District No. 39 (Vancouver)	Support Staff	C.U.P.E.	6	2.98
School District #39 (Vancouver)	Teachers	Teachers' Assn.	6	3.06
School DistrictNo.40(NewWestminster)	Mid. Management	No union	5	3.15
School District No.40(NewWestminster	Senior Managers	No union	3	3.14
School District #40(New Westminster)	Supervis./Foremen/Secretaries	No union	5	2.92

Employer	Employee Group	Union	Year	Unweighted % Increase
School District #40 (New Westminster)	Support Staff	C.U.P.E.	5	2.99
School District #40 (New Westminster)	Teachers	Teachers' Assn.	6	3.14
School District #41 (Burnaby)	Cross walk Guards	No union	3	2.17
School District #41 (Burnaby)	Cross walk Guards	No union	4	3.72
School District #41 (Burnaby)	Cross walk Guards	No union	5	2.28
School District #41 (Burnaby)	Jr. Management	No union	5	3.13
School District #41 (Burnaby)	Mid. Management	No union	5	3.12
School District No.41 (Burnaby)	Special Instructional Staff	No union	3	3.22
School District #41 (Burnaby)	Summer School Teachers	No union	6	2.97
School District #41 (Burnaby)	Support Staff	C.U.P.E.	4	3.12
School District #41 (Burnaby)	Support Staff	C.U.P.E.	5	2.52
School District No. 41 (Burnaby)	Teachers	Teachers' Assn.	5	3.15
School District No.42(Maple-Ridge)	Cross walk Guards	No union	3	0.00
School District No.42(Maple Ridge)	Cross walk Guards	No union	4	0.00
School District No.42(Maple Ridge)	Cross walk Guards	No union	5	8.28
School District No.42(Maple Ridge)	Cross walk Guards	No union	6	0.00
School District No.42(MapleRidge)	Senior & Exempt Staff	No union	3	3.11
S.D. #42 (Maple Ridge-Pitt Meadows)	Senior Managers	No union	1	3.75
S.D. #42 (Maple Ridge-Pitt Meadows)	Senior Managers	No union	2	3.00
S.D. #42 (Maple Ridge-Pitt Meadows)	Supervis./Foremen/Secretaries	No union	3	4.18
S.D. #42 (Maple Ridge-Pitt Meadows)	Supervis./Foremen/Secretaries	No union	4	2.98
School District No. 42 (Maple Ridge)	Supervis./Foremen/Secretaries	No union	5	3.06
School District #42 (Maple Ridge)	Teachers	Teachers' Assn.	5	3.19
School District #43 (Coquitlam)	Mid. Management	No union	5	2.67
School District #43 (Coquitlam)	Senior Managers	No union	3	3.04
School District #43 (Coquitlam)	Support Staff	C.U.P.E.	5	3.05
School District #43 (Coquitlam)	Teachers	Teachers' Assn.	5	3.06
School District #44 (North Vancouver)	Mid. Management	No union	5	3.13
School District #44 (North Vancouver)	Senior Managers	No union	3	3.16
School District #44 (North Vancouver)	Support Staff	C.U.P.E.	5	2.87
School District #44 (North Vancouver)	Teachers	Teachers' Assn.	6	3.17
School District No.45 (West Vancouver)	Cross walk Guards	No union	5	3.18
School District No.45 (West Vancouver)	Jr. Management	No union	5	3.19
School District No.45 (West Vancouver)	Mid. Management	No union	5	3.21
School District No.45 (West Vancouver)	Office & Tech. - union	W.V.M.E.A.	5	3.19
SchoolDistrict No.45(West Vancouver)	Teachers	Teachers' Assn.	5	3.19
School District #46 (Sunshine Coast)	Support Staff	C.U.P.E.	3	0.00
School District #46 (Sunshine Coast)	Support Staff	C.U.P.E.	4	2.52
School District No. 46 (Sunshine Coast)	Teachers	Teachers' Assn.	6	3.02
School District #47 (Powell River)	(Executive) Secretaries	No union	5	2.90
School District #47 (Powell River)	Mid. Management	No union	5	4.49
School District #47 (Powell River)	Mid. Management	No union	6	0.00
School District #47 (Powell River)	Secretary Treasurer	No union	1	3.00
School District No.47 (Powell River)	Senior Managers	No union	2	3.19
School District No.47 (Powell River)	Senior Managers	No union	3	3.20
School District #47 (Powell River)	Support Staff	C.U.P.E.	5	1.92
School District #47 (Powell River)	Support Staff	C.U.P.E.	6	2.48
School District #47 (Powell River)	Teachers	Teachers' Assn.	6	3.12

Employer	Employee Group	Union	Year	Unweighted % Increase
School District No. 48 (Howe Sound)	Mid. Management	No union	5	2.77
School District No.48 (Howe Sound)	Mid. Management	No union	6	2.94
School District #48 (Howe Sound)	Supervis./Foremen/Secretaries	No union	2	2.98
School District #48 (Howe Sound)	Teachers	Teachers' Assn.	5	3.01
School District #49 (Central Coast)	Teachers	Teachers' Assn.	4	3.06
School District No. 49 (Central Coast)	Teachers	Teachers' Assn.	5	2.15
School District No.50 (Queen Charlotte)	Administrative Staff	No union	6	1.59
School District No.50 (Queen Charlotte)	Support Staff	C.U.P.E.	6	2.53
School District#50 (Queen Charlotte)	Teachers	Teachers' Assn.	4	0.00
School District #52 (Prince Rupert)	Senior Managers	No union	2	0.44
School District No. 52 (Prince Rupert)	Senior Managers	No union	3	3.14
School District #52 (Prince Rupert)	Support Staff	I.U.O.E.	4	0.00
School District #52 (Prince Rupert)	Support Staff	I.U.O.E.	5	2.60
School District No.52 (Prince Rupert)	Support Staff	I.U.O.E.	6	3.06
School District #52 (Prince Rupert)	Teachers	Teachers' Assn.	6	3.13
School District No.54(Bulkley Valley)	Administrative Staff	No union	6	3.10
School District #54 (Bulkley Valley)	Senior Managers	No union	2	2.93
School District #54 (Bulkley Valley)	Support Staff	C.U.P.E.	4	2.94
School District #54 (Bulkley Valley)	Support Staff	C.U.P.E.	5	2.36
School District No.54(Bulkley Valley)	Support Staff	C.U.P.E.	6	2.91
School District #54 (Bulkley Valley)	Teachers	Teachers' Assn.	5	2.91
School District #55 (Burns Lake)	Jr. Management	No union	4	2.85
School District #55 (Burns Lake)	Jr. Management	No union	5	2.75
School District #55 (Burns Lake)	Support Staff	I.U.O.E.	5	0.14
School Distrlcy No.55 (Burns Lake)	Teachers	No union	5	3.20
School District No. 56 (Nechako)	Support Staff	I.U.O.E.	2	0.00
School District No. 56 (Nechako)	Support Staff	I.U.O.E.	3	3.39
School District No. 56 (Nechako)	Support Staff	I.U.O.E.	4	2.53
School District No. 56 (Nechako)	Teachers	Teachers' Assn.	5	2.45
School District No. 57 (Prince George)	Administrative Staff	No union	5	2.81
School District #57 (Prince George)	Hourly Employees	U.B.C.J.	5	3.14
School District #57 (Prince George)	Hourly Employees	U.B.C.J.	6	3.14
School District #57 (Prince George)	Hourly Employees	U.B.C.J.	7	0.00
School District #57 (Prince George)	Professional Staff	Prof. Emp. Assn	3	2.50
School District #57 (Prince George)	Professional Staff	Prof. Emp. Assn	4	3.48
School District No.57(Prince George)	Senior Managers	No union	3	2.94
School District #57 (Prince George)	Teachers	Teachers' Assn.	5	2.94
School District No.59(Peace River South)	Support Staff	U.B.C.J.	5	3.66
School District No.59(Peace River South)	Support Staff	U.B.C.J.	6	2.76
School District #59 (Peace River South)	Teachers	Teachers' Assn.	5	2.92
School District #60 (Peace River No)	Hourly Employees	U.B.C.J.	6	3.11
School District #60 (Peace River North)	Support Staff	No union	4	3.00
School District #60 (Peace River North)	Support Staff	No union	5	2.89
School District #60 (Peace River North)	Teachers	Teachers' Assn.	6	3.16
School District No.61	Senior & Exempt Staff	No union	2	3.18
School District No. 61	Senior Managers	No union	2	3.19
School District #61 (Victoria)	Teachers	Teachers' Assn.	5	3.20
School District No. 62 (Sooke)	Directors	No union	6	2.79

Employer	Employee Group	Union	Year	Unweighted % Increase
School District No. 62 (Sooke)	Non-contract Staff	No union	5	2.95
School District No. 62 (Sooke)	Speech Therapist	No union	6	0.00
School District #62 (Sooke)	Support Staff	C.U.P.E.	6	2.91
School District #62 (Sooke)	Teachers	Teachers' Assn.	3	2.55
School District #63 (Saanich)	Mid. Management	No union	5	3.16
School District #63 (Saanich)	Support Staff	C.U.P.E.	5	2.97
School District 63 (Saanich)	Teachers	Teachers' Assn.	5	3.20
School District #64 (Gulf Islands)	(Executive) Secretaries	No union	1	2.98
School District No.64 (Gulf Islands)	Supervis./Foremen/Secretaries	No union	4	3.07
School District #64 (Gulf Islands)	Teachers	Teachers' Assn.	5	3.07
School District No.65(Cowichan)	Administrative Staff	No union	1	3.19
School District #65 (Cowichan)	Hourly Employees	I.b	4	1.34
School District #65 (Cowichan)	Hourly Employees	I.b	5	1.22
School District #65 (Cowichan)	Senior Managers	No union	2	2.45
School District #65(Cowichan)	Senior Managers	No union	5	3.25
School District No.65 (Cowichan)	Support Staff	C.U.P.E.	5	3.05
School District #65 (Cowichan)	Teachers	Teachers' Assn.	5	2.96
School District No. 66 (Lake Cowichan)	Child Aides	C.U.P.E.	4	2.46
School District No. 66 (Lake Cowichan)	Child Aides	C.U.P.E.	5	2.47
School District No. 66(Lake Cowichan)	Teachers	Teachers' Assn.	5	2.94
School District #68 (Nanaimo)	Mid. Management	No union	4	2.12
School District No.68(Nanaimo)	Mid. Management	No union		2.94
School District No. 68 (Nanaimo)	Senior Managers	No union	3	3.04
School District No. 68(Nanaimo)	Speech Therapist	No union	1	2.94
School District #68 (Nanaimo)	Support Staff	C.U.P.E.	4	1.26
School District #68 (Nanaimo)	Support Staff	C.U.P.E.	5	2.30
School District #68 (Nanaimo)	Teachers	Teachers' Assn.	6	2.78
School District No. 69 (Qualicum)	Appointed Officers	No union	1	4.15
School District No.69 (Qualicum)	Senior Managers	No union	2	2.98
School District No. 69 (Qualicum)	Speech Therapist	No union	4	3.09
School District #69 (Qualicum)	Substitute Teachers	Teachers' Assn.	2	3.21
School District #69 (Qualicum)	Support Staff	C.U.P.E.	5	3.00
School District #69 (Qualicum)	Support Staff	C.U.P.E.	6	3.05
School District #69 (Qualicum)	Support Staff	C.U.P.E.	7	2.98
School District #69 (Qualicum)	Teachers	Teachers' Assn.	5	3.06
School District No.70(Alberni)	Administrative Staff	No union	5	2.41
School District No.70(Alberni)	Senior Managers	No union	3	2.17
School District #70 (Alberni)	Support Staff	C.U.P.E.	4	1.09
School District #70 (Alberni)	Support Staff	C.U.P.E.	5	1.57
School District #70 (Alberni)	Teachers	Teachers' Assn.	5	3.13
School District #71 (Courtenay)	Senior Managers	No union	1	2.30
School District #71 (Courtenay)	Senior Managers	No union	2	2.70
School District #71 (Courtenay)	Supervis./Foremen/Secretaries	No union	5	3.10
School District #71 (Courtenay)	Support Staff	C.U.P.E.	5	3.23
School District #71 (Courtenay)	Support Staff	C.U.P.E.	6	2.85
School District #71 (Courtenay)	Teachers	Teachers' Assn.	5	3.02
School District#72(Campbell River)	Mid. Management	No union	5	2.85
SchoolDistrict#72(Campbell River)	Senior Managers	No union	3	2.86

Employer	Employee Group	Union	Year	Unweighted % Increase
School District #72 (Campbell River)	Supervis./Foremen/Secretaries	No union	5	2.94
School District #72 (Campbell River)	Support Staff	C.U.P.E.	5	2.92
School District #72 (Campbell River)	Support Staff	C.U.P.E.	6	3.02
School District #72 (Campbell River)	Teachers	Teachers' Assn.	5	2.84
School District No. 75 (Mission)	Mid. Management	No union	5	2.90
School District No. 75 (Mission)	Supervis./Foremen/Secretaries	No union	5	3.18
School District #75 (Mission)	Support Staff	C.U.P.E.	5	3.02
School District #75 (Mission)	Support Staff	C.U.P.E.	6	0.00
School District #75 (Mission)	Teachers	Teachers' Assn.	4	3.06
School District #76 (Agassiz-Harrison)	Teachers	Teachers' Assn.	5	3.01
School District #77 (Summerland)	Mid. Management	No union	5	3.05
School District #77 (Summerland)	Teachers	Teachers' Assn.	5	3.19
School District #80 (Kitimat)	Mid. Management	No union	3	0.00
School District #80 (Kitimat)	Mid. Management	No union	4	1.08
School District #80 (Kitimat)	Support Staff	C.U.P.E.	5	2.94
School District #80 (Kitimat)	Teachers	Teachers' Assn.	5	3.04
School District #81 (Fort Nelson)	Teachers	Teachers' Assn.	5	3.02
School District No. 84 (Van. Isl. West)	Mid. Management	No union	5	2.26
School District #84 (Vanc. Island West)	Support Staff	C.U.P.E.	4	2.33
School District #84 (Vanc. Island West)	Support Staff	C.U.P.E.	5	3.01
School District #84 (Vanc. Island West)	Support Staff	C.U.P.E.	6	3.06
School District #84 (Vanc. Isl. West)	Teachers	Teachers' Assn.	5	1.86
School District No. 85 (Van. Isl. North)	Mid. Management	No union	5	2.93
School District #85 (Vanc. Isl. North)	Substitute Teachers	No union	4	4.54
School DistrictNo.85(VancouverIsland)	Support Staff	C.U.P.E.	5	2.99
School District #85 (Vanc. Isl. North)	Teachers	Teachers' Assn.	5	3.13
School District#86(Creston-Kaslo)	Support Staff	C.U.P.E.	5	2.33
School District #86 (Creston-Kaslo)	Teachers	Teachers' Assn.	5	2.84
School District #87 (Stikine)	Administrative Staff	No union	1	0.83
School District #87 (Stikine)	Staff	No union	1	3.00
School District #87 (Stikine)	Teachers	Teachers' Assn.	5	2.57
School District #88 (Terrace)	Administrative Staff	No union	4	1.66
School District No. 88(Terrace)	Administrative Staff	No union	5	2.83
School District No. 88 (Terrace)	Senior & Exempt Staff	No union	5	2.95
School District #88 (Terrace)	Senior Managers	No union	2	0.89
School District No.88(Terrace)	Senior Managers	No union	3	2.83
School District #88 (Terrace)	Staff	C.U.P.E.	5	2.43
School District No. 88 (Terrace)	Staff	C.U.P.E.	6	2.82
School District #88 (Terrace)	Support Staff	C.U.P.E.	4	2.83
School District No.88 (Terrace)	Support Staff	C.U.P.E.	5	3.14
Vancouver Community College	Support Staff	V.M.R.E.U.	6	2.09
School District No.88(Terrace)	Teachers	Teachers' Assn.	5	2.91
School District #89 (Shuswap)	Jr. Management	No union	5	2.96
School District No. 89 (Shuswap)	Jr. Management	No union	6	3.04
School District No. 89 (Shuswap)	Mid. Management	No union	6	3.17
School District No. 89 (Shuswap)	Professional Staff	No union	3	2.22
School District No. 89 (Shuswap)	Teachers	Teachers' Assn.	5	3.17
School District #92 (Nisgha)	Support Staff	C.U.P.E.	5	3.28

Employer	Employee Group	Union	Year	Unweighted % Increase
School District No. 92(Nishga)	Teachers	Teachers' Assn.	6	1.47
Selkirk College	Special Instructional Staff	B.C.G.E.U.	4	1.15
Selkirk College	Special Instructional Staff	B.C.G.E.U.	5	4.67
Selkirk College	Support Staff	P.P.W.C.	5	2.44
Selkirk College	Support Staff	P.P.W.C.	6	2.89
Selkirk College	Support Staff	P.P.W.C.	7	2.81
Simon Fraser University	Educational Support	A.U.C.E.	4	0.00
Simon Fraser University	Educational Support	A.U.C.E.	5	4.00
Simon Fraser University	Educational Support	A.U.C.E.	6	4.21
Simon Fraser University	Hourly Employees	U.B.C.J.	4	4.11
Simon Fraser University	Hourly Employees	U.B.C.J.	5	1.73
Simon Fraser University	Instructors - union	Faculty Assn.	6	3.17
Simon Fraser University	Jr. Management	Prof. Emp. Assn	5	5.00
Simon Fraser University	Jr. Management	Prof. Emp. Assn	6	1.32
Simon Fraser University	Senior Managers	No union	1	4.47
Simon Fraser University	Senior Managers	No union	2	2.41
Simon Fraser University	Senior Managers	No union	3	2.66
Simon Fraser University	Support Staff	A.U.C.E.	5	4.77
Simon Fraser University	Support Staff	A.U.C.E.	6	1.03
Triumf	Appointed Officers	No union	6	2.99
Triumf	Educational Support	No union	6	3.03
Triumf	Professional Staff	No union	5	3.02
University of British Columbia	Administrative Staff	No union	6	2.91
University of B.C.	Educational Support	C.U.P.E.	5	1.84
University of B.C.	Educational Support	C.U.P.E.	6	1.75
University of British Columbia	Hourly Employees	I.U.O.E.	5	3.01
University of B.C.	Instructors - union	Faculty Assn.	5	5.83
University of B.C.	Instructors - union	Faculty Assn.	6	3.15
University of B.C.	Language Teachers	No union	1	3.01
University of B.C.	Mid. Management	No union	6	3.00
University of B.C.	Non-contract Staff	No union	6	3.04
University of British Columbia	Professional Staff	No union	3	2.92
University of British Columbia	Professional Staff	No union	4	2.83
University of B.C.	Research	No union	6	2.99
University of B.C.	Salaried Employees	No union	6	3.98
University of B.C.	Senior Managers	No union	2	5.04
University of British Columbia	Senior Managers	No union	3	2.11
University of B.C.	Support Staff	C.U.P.E.	4	2.10
University of B.C.	Support Staff	C.U.P.E.	5	0.58
University of B.C.	Support Staff	C.U.P.E.	6	2.62
University of Victoria	Instructors - union	No union	2	3.00
University of Victoria	Instructors - union	No union	3	3.35
University of Victoria	Instructors - union	No union	4	1.80
University of Victoria	Instructors - union	No union	5	5.43
University of Victoria	Instructors - union	No union	6	3.17
University of Victoria	Jr. Management	No union	6	3.15
University of Victoria	Senior Managers	No union	1	2.93
University of Victoria	Senior Managers	No union	2	5.41

Employer	Employee Group	Union	Year	Unweighted % Increase
Vancouver Community College	Instructors - union	Instructors	6	3.00
Vancouver Community College	Professional Staff	Faculty Assn.	6	2.00

Employer	Employee Group	Union	Year	39 Unweighted % Increase
MUNICIPALITY				
City of Armstrong	Mid. Management	No union	4	0.41
City of Armstrong	Mid. Management	No union	5	0.35
City of Armstrong	Municipal Support - union	C.U.P.E.	5	0.27
City of Armstrong	Municipal Support - union	C.U.P.E.	6	2.26
City of Armstrong	Municipal Support - union	C.U.P.E.	7	2.48
Regional District of Bulkley-Nechako	Office & Tech. - non-union	No union	5	0.14
Municipality of Burnaby	Firefighters	I.A.F.F.	4	2.59
Municipality of Burnaby	Firefighters	I.A.F.F.	5	2.92
District of Burnaby	Mid. Management	No union	5	2.86
District of Burnaby	Senior Managers	No union	3	3.04
District of Burnaby	Union Nurses	B.C.N.U.	4	2.40
District of Burnaby	Union Nurses	B.C.N.U.	5	2.12
District of Campbell River	Firefighters	I.A.F.F.	3	2.98
District of Campbell River	Firefighters	I.A.F.F.	4	2.94
District of Campbell River	Jr. Management	No union	6	2.70
Capital Regional District	Senior Managers	No union	3	2.83
Capital Regional District	Staff	No union	6	2.95
Capital Regional District	Union Nurses	B.C.N.U.	4	1.91
Capital Regional District	Union Nurses	B.C.N.U.	5	2.71
Capital Regional District	Union Nurses	B.C.N.U.	6	2.05
Cariboo Regional District	Mid. Management	No union	5	3.01
Cariboo Regional District	Senior Managers	No union	5	0.98
City of Castlegar	Mid. Management	No union	5	2.08
City of Castlegar	Municipal Support - union	C.U.P.E.	5	2.84
Central Fraser Valley Regional District	Mid. Management	No union	6	1.61
Regional District of Central Kootenay	Municipal Service - non-union	No union	3	2.91
Regional District of Central Kootenay	Office & Tech. - non-union	No union	4	2.93
Regional District of Central Kootenay	Outside Workers - Supervisory	No union	4	2.90
Regional District of Central Kootenay	Staff	C.U.P.E.	3	3.18
Regional District of Central Kootenay	Staff	C.U.P.E.	4	2.87
Regional District of Central Kootenay	Supervis./Foremen/Secretaries	No union	3	2.90
Regional District of Central Kootenay	Support Staff	No union	3	2.89
Regional District of Central Okanagan	(Executive) Secretaries	No union	4	0.05
Regional District of Central Okanagan	Mid. Management	No union	4	1.05
Regional District of Central Okanagan	Senior Managers	No union	2	0.00
Regional District of Central Okanagan	Staff	SARDCO	4	2.44
District of Central Saanich	Police	Police Assn.	6	3.04
District of Central Saanich	Senior Managers	No union	1	2.72
District of Central Saanich	Senior Managers	No union	2	2.49
Corp. of District of Central Saanich	Supervis./Foremen/Secretaries	No union	3	3.19
District of Chilliwack	Mid. Management	No union	5	3.04
Clearbrook Waterworks District	Staff	No union	5	3.33
Village of Clinton	Municipal Service - union	C.U.P.E.	3	2.49
Village of Clinton	Municipal Service - union	C.U.P.E.	4	2.43
Village of Clinton	Municipal Service - union	C.U.P.E.	5	2.43
Village of Clinton	Municipal Service - union	C.U.P.E.	6	2.43
Village of Clinton	Municipal Support - non-union	No union	4	1.97
Village of Clinton	Municipal Support - non-union	No union	5	2.54

Employer	Employee Group	Union	Year	Unweighted % Increase
Village of Clinton	Municipal Support - non-union	No union	6	2.47
Village of Clinton	Municipal Support - non-union	No union	7	2.41
Columbia Shuswap Regional District	Municipal Service - non-union	No union	4	0.00
Columbia Shuswap Regional District	Municipal Service - non-union	No union	5	2.88
Comox-Strathcona, Regional District of	Hourly Employees	I.W.A.	5	2.80
Comox-Strathcona, Regional District of	Hourly Employees	I.W.A.	6	2.40
Regional District of Comox-Strathcona	Jr. Management	No union	5	2.85
Regional District of Comox-Strathcona	Mid. Management	No union	5	2.93
Comox-Strathcona, Regional District of	Part Time Employees	I.W.A.	5	2.75
Comox-Strathcona, Regional District of	Part Time Employees	I.W.A.	6	2.97
Town of Comox	Mid. Management	No union	6	1.78
Town of Comox	Municipal Service - non-union	No union	6	3.07
Town of Comox	Municipal Support - non-union	No union	6	3.09
Coquitlam Public Library	Mid. Management	No union	5	2.80
District of Coquitlam	Firefighters	I.A.F.F.	4	2.99
District of Coquitlam	Firefighters	I.A.F.F.	5	2.90
City of Courtenay	Mid. Management	No union	4	2.42
City of Courtenay	Mid. Management	No union	5	2.92
City of Courtenay	Mid. Management	No union	6	3.42
City of Courtenay	Municipal Service - union	C.U.P.E.	4	2.44
City of Courtenay	Municipal Service - union	C.U.P.E.	5	2.90
City of Courtenay	Municipal Service - union	C.U.P.E.	6	3.47
City of Courtenay	Police	No union	4	2.42
City of Courtenay	Police	No union	5	2.80
City of Courtenay	Police	No union	6	3.44
Cowichan Valley Regional District	Administrative Staff	C.U.P.E.	3	1.45
Cowichan Valley Regional District	Municipal Service - non-union	No union	6	1.42
Cowichan Valley Regional District	Municipal Support - union	C.U.P.E.	5	3.36
Cowichan Valley Regional District	Municipal Support - union	C.U.P.E.	6	0.35
Cowichan Valley Regional District	Office & Tech. - non-union	No union	5	0.49
Cowichan Valley Regional District	Senior Managers	No union	6	1.48
Cowichan Valley Regional District	Supervis./Foremen/Secretaries	No union	6	1.49
City of Cranbrook	Deputy & Assistant Dept. Heads	No union	4	2.78
City of Cranbrook	Deputy & Assistant Dept. Heads	No union	5	2.92
City of Cranbrook	Deputy & Assistant Dept. Heads	No union	6	1.90
City of Cranbrook	Firefighters	I.A.F.F.	4	1.85
City of Cranbrook	Firefighters	I.A.F.F.	5	2.98
City of Cranbrook	Firefighters	I.A.F.F.	6	2.79
City of Cranbrook	Jr. Management	No union	4	0.82
City of Cranbrook	Jr. Management	No union	5	0.93
City of Cranbrook	Jr. Management	No union	6	0.88
City of Cranbrook	Municipal Service - union	C.U.P.E.	4	1.87
City of Cranbrook	Municipal Service - union	C.U.P.E.	5	2.87
City of Cranbrook	Municipal Service - union	C.U.P.E.	6	1.84
City of Cranbrook	Municipal Support - union	C.U.P.E.	4	2.87
City of Cranbrook	Municipal Support - union	C.U.P.E.	5	3.37
City of Cranbrook	Municipal Support - union	C.U.P.E.	6	1.91
City of Cranbrook	Supervis./Foremen/Secretaries	No union	4	1.61

Employer	Employee Group	Union	Year	Unweighted % Increase
City of Cranbrook	Supervis./Foremen/Secretaries	No union	5	2.94
City of Cranbrook	Supervis./Foremen/Secretaries	No union	6	2.18
Town of Creston	Firefighters	No union	1	3.07
Town of Creston	Municipal Service - union	C.U.P.E.	4	2.14
Town of Creston	Municipal Service - union	C.U.P.E.	5	2.86
Town of Creston	Staff	No union	5	2.15
Town of Creston	Staff	No union	6	3.39
Village of Cumberland	Staff	C.U.P.E.	4	3.21
Village of Cumberland	Staff	C.U.P.E.	5	2.54
City of Dawson Creek	Mid. Management	No union	5	2.89
City of Dawson Creek	Municipal Support - non-union	No union	5	2.92
Delta Municipal Police Board	Police	Police Assn.	5	2.87
Corporation of Delta	Firefighters	I.A.F.F.	5	2.86
The Corporation of Delta	Municipal Support - non-union	No union	5	3.05
The Corporation of Delta	Senior Managers	No union	3	2.13
The Corporation of Delta	Supervis./Foremen/Secretaries	No union	5	2.88
Corporation of the City of Duncan	Mid. Management	No union	5	2.99
Corp. of City of Duncan	Municipal Service - non-union	No union	5	3.01
Corporation of the City of Duncan	Municipal Service - union	C.U.P.E.	5	3.00
East Kootenay, Regional District of	Mid. Management	No union	5	1.83
East Kootenay, Regional District of	Mid. Management	No union	6	2.58
East Kootenay, Regional District of	Mid. Management	No union	7	1.93
East Kootenay, Regional District of	Office & Tech. - union	C.U.P.E.	4	3.79
East Kootenay, Regional District of	Office & Tech. - union	C.U.P.E.	5	2.57
East Kootenay, Regional District of	Office & Tech. - union	C.U.P.E.	6	1.88
East Kootenay, Regional District of	Senior Managers	No union	1	1.33
East Kootenay, Regional District of	Senior Managers	No union	2	2.51
East Kootenay, Regional District of	Senior Managers	No union	3	1.88
District of Elkford	Mid. Management	No union	5	2.99
Esquimalt Police Board	Mid. Management	No union	6	2.92
Esquimalt Police Board	Outside Workers - Supervisory	No union	5	2.95
Esquimalt Municipal Police Board	Police	Police Assn.	6	3.02
Township of Esquimalt	Mid. Management	No union	5	2.93
City of Fernie	Municipal Service - union	C.U.P.E.	5	3.60
City of Fernie	Municipal Service - union	C.U.P.E.	6	1.84
Village of Fort Nelson	Firefighters	I.A.F.F.	7	3.01
Village of Fort Nelson	Municipal Service - union	C.U.P.E.	6	2.58
City of Fort St. John	Firefighters	I.A.F.F.	4	2.67
City of Fort St. John	Firefighters	I.A.F.F.	5	2.01
City of Fort St. John	Firefighters	I.A.F.F.	6	2.40
City of Fort St. John	Firefighters	I.A.F.F.	7	2.45
Regional District of Fraser-Fort George	Jr. Management	No union	6	3.38
Regional District of Fraser-Fort George	Jr. Management	No union	7	2.45
Regional District of Fraser-Fort George	Jr. Management	No union	8	2.46
Regional District of Fraser-Fort George	Municipal Service - union	C.U.P.E.	6	3.43
Regional District of Fraser-Fort George	Municipal Service - union	C.U.P.E.	7	2.68
Regional District of Fraser-Fort George	Municipal Service - union	C.U.P.E.	8	2.41
Village of Fraser Lake	Staff	No union	3	2.61

Employer	Employee Group	Union	Year	Unweighted % Increase
Fraser Valley Regional Library	Mid. Management	No union	4	2.02
Fraser Valley Regional Library	Mid. Management	No union	5	2.15
Fraser Valley Regional Library	Support Staff	C.U.P.E.	4	2.01
Fraser Valley Regional Library	Support Staff	C.U.P.E.	5	2.17
Village of Fruitvale	Municipal Service - union	C.U.P.E.	4	1.85
Village of Fruitvale	Municipal Service - union	C.U.P.E.	5	2.02
Town of Gibsons	Mid. Management	No union	4	1.76
Town of Gibsons	Staff	B.C.G.E.U.	4	1.91
Town of Gibsons	Staff	B.C.G.E.U.	5	2.18
Village of Gold River	Municipal Service - non-union	No union	5	3.00
Greater Vancouver Regional District	Jr. Management	No union	5	2.96
Greater Vancouver Regional District	Senior Managers	No union	3	2.97
Greater Victoria Water District	Administrative Staff	No union	4	2.91
Greater Victoria Water District	Administrative Staff	No union	5	2.91
Greater Victoria Water District	Hourly Employees	I.W.A.	4	2.15
Greater Victoria Water District	Hourly Employees	I.W.A.	5	0.00
Greater Victoria Water District	Jr. Management	No union	4	2.96
Greater Victoria Water District	Jr. Management	No union	5	2.93
Greater Victoria Water District	Mid. Management	No union	3	2.92
Greater Victoria Water District	Mid. Management	No union	4	2.94
Greater Victoria Water District	Municipal Service - union	C.U.P.E.	4	2.67
Greater Victoria Water District	Municipal Service - union	C.U.P.E.	5	2.60
City of Greenwood	Municipal Support - union	C.U.P.E.	4	1.98
City of Greenwood	Municipal Support - union	C.U.P.E.	5	2.89
City of Kamloops	Municipal Service - non-union	No union	5	0.39
City of Kamloops	Senior Managers	No union	3	0.22
Village of Kaslo	Mid. Management	No union	5	0.00
Village of Kaslo	Mid. Management	No union	6	1.98
Village of Kaslo	Mid. Management	No union	7	2.49
Village of Kaslo	Municipal Service - union	C.U.P.E.	5	1.98
Village of Kaslo	Municipal Service - union	C.U.P.E.	6	2.52
City of Kelowna	Public Works	I.B.E.W.	4	0.16
City of Kelowna	Public Works	I.B.E.W.	5	2.15
City of Kelowna	Public Works	I.B.E.W.	6	2.45
Village of Keremeos	Mid. Management	No union	4	3.02
Village of Keremeos	Mid. Management	No union	5	-0.55
Village of Keremeos	Mid. Management	No union	6	2.39
City of Kimberley	Firefighters	I.A.F.F.	4	2.88
City of Kimberley	Firefighters	I.A.F.F.	5	1.82
City of Kimberley	Firefighters	I.A.F.F.	6	3.87
City of Kimberley	Mid. Management	No union	4	0.00
City of Kimberley	Mid. Management	No union	5	2.66
City of Kimberley	Municipal Service - non-union	No union	4	0.00
City of Kimberley	Municipal Service - non-union	No union	5	3.29
City of Kimberley	Municipal Service - union	U.S.W.	4	1.43
City of Kimberley	Municipal Service - union	U.S.W.	5	1.61
City of Kimberley	Municipal Service - union	U.S.W.	6	3.07
City of Kimberley	Municipal Service - union	U.S.W.	7	3.03

Employer	Employee Group	Union	Year	Unweighted % Increase
District of Kitimat	Administrative Staff	No union	5	2.71
District of Kitimat	Firefighters	I.A.F.F.	3	3.92
District of Kitimat	Firefighters	I.A.F.F.	4	2.17
District of Kitimat	Municipal Service - union	C.U.P.E.	5	2.93
Kootenay Boundary, Regional District	Firefighters	I.A.F.F.	4	2.98
Kootenay Boundary, Regional District	Municipal Service - non-union	No union	4	1.91
Kootenay Boundary, Regional District	Municipal Service - non-union	No union	5	2.85
Kootenay Boundary, Regional District	Municipal Service - union	C.U.P.E.	4	1.98
Kootenay Boundary, Regional District	Municipal Service - union	C.U.P.E.	5	2.98
Town of Ladysmith	Mid. Management	No union	4	0.00
Town of Ladysmith	Mid. Management	No union	5	3.81
Town of Ladysmith	Municipal Service - union	C.U.P.E.	4	4.29
Village of Lake Cowichan	Municipal Service - union	I.W.A.	4	2.85
Village of Lake Cowichan	Municipal Service - union	I.W.A.	5	2.93
Village of Lake Cowichan	Staff	No union	5	2.99
Village of Lions Bay	Staff	No union	5	2.97
Village of Lumby	Municipal Service - non-union	No union	5	2.80
Village of Lytton	Municipal Service - union	C.U.P.E.	1	2.48
Village of Masset	Mid. Management	No union	5	1.94
Village of Masset	Municipal Service - non-union	No union	5	2.07
Village of Masset	Municipal Support - non-union	No union	5	1.29
Village of Masset	Outside Workers - Supervisory	No union	5	2.04
District of Matsqui	Mid. Management	No union	6	2.93
Corp. of the District of Matsqui	Outside Workers - Supervisory	No union	4	2.99
District of Matsqui	Outside Workers - Supervisory	No union	5	2.94
Corp. of District of Matsqui	Police	Police Assn.	5	2.95
District of Matsqui	Senior Managers	No union	6	2.94
City of Merritt	Municipal Service - union	C.U.P.E.	4	0.12
City of Merritt	Municipal Service - union	C.U.P.E.	5	4.19
City of Merritt	Municipal Service - union	C.U.P.E.	6	0.64
City of Merritt	Municipal Service - union	C.U.P.E.	7	2.91
Village of Midway	Staff	No union	4	3.14
District of Mission	Staff	C.U.P.E.	4	2.47
District of Mission	Staff	C.U.P.E.	5	2.75
Village of Nakusp	Mid. Management	No union	6	2.86
Village of Nakusp	Municipal Service - non-union	No union	6	2.89
Village of Nakusp	Part Time Employees	No union	6	0.00
Village of Nakusp	Public Works	No union	6	2.87
City of Nanaimo	Mid. Management	No union	4	0.35
City of Nanaimo	Mid. Management	No union	5	3.86
City of Nanaimo	Municipal Service - union	C.U.P.E.	4	3.80
City of Nanaimo	Municipal Service - union	C.U.P.E.	5	2.90
City of Nanaimo	Senior & Exempt Staff	No union	2	0.00
City of Nanaimo	Senior & Exempt Staff	No union	3	0.00
City of Nanaimo	Senior Managers	No union	2	0.00
City of Nanaimo	Senior Managers	No union	3	1.09
City of Nanaimo	Supervis./Foremen/Secretaries	No union	3	2.89
City of Nanaimo	Supervis./Foremen/Secretaries	No union	4	0.00

Employer	Employee Group	Union	Year	Unweighted % Increase
Regional District of Nanaimo	Mid. Management	No union	4	2.98
Regional District of Nanaimo	Mid. Management	No union	5	2.95
Regional District of Nanaimo	Municipal Service - union	C.U.P.E.	4	3.19
Nelson Municipal Library	Staff	C.U.P.E.	4	1.85
Nelson Municipal Library	Staff	C.U.P.E.	5	2.98
Nelson Municipal Library	Staff	C.U.P.E.	6	2.81
New Westminster Police Board	Mid. Management	No union	5	2.97
New West. Mun. Police Board	Police	Police Assn.	4	3.32
New West. Mun. Police Board	Police	Police Assn.	5	2.86
New Westminster Municipal Police Board	Supervis./Foremen/Secretaries	No union	2	1.85
New Westminster Public Library	Mid. Management	No union	5	1.59
City of New Westminster	Firefighters	I.A.F.F.	4	3.22
City of New Westminster	Firefighters	I.A.F.F.	5	2.87
Corp. of the City of New Westminster	Mid. Management	No union	5	2.03
City of New Westminster	Public Works	I.B.E.W.	4	0.00
City of New Westminster	Public Works	I.B.E.W.	5	1.98
City of New Westminster	Public Works	I.B.E.W.	6	2.42
Corp. of City of New Westminster	Supervis./Foremen/Secretaries	No union	5	2.97
City of New Westminster	Union Nurses	B.C.N.U.	4	2.31
City of New Westminster	Union Nurses	B.C.N.U.	5	2.43
Corp. of the District of North Cowichan	Mid. Management	No union	6	2.94
Corp. of the District of North Cowichan	Municipal Service - non-union	No union	6	2.94
Corp. of District of North Cowichan	Municipal Service - union	C.U.P.E.	5	3.16
Regional District of North Okanagan	Municipal Service - union	C.U.P.E.	1	0.67
Regional District of North Okanagan	Municipal Service - union	C.U.P.E.	2	3.02
Regional District of North Okanagan	Municipal Service - union	C.U.P.E.	3	3.05
Regional District of North Okanagan	Municipal Service - union	C.U.P.E.	4	2.05
Regional District of North Okanagan	Municipal Service - union	C.U.P.E.	5	2.01
Regional District of North Okanagan	Municipal Service - union	C.U.P.E.	6	3.01
Regional District of North Okanagan	Supervis./Foremen/Secretaries	No union	6	3.02
Regional District of North Okanagan	Supervis./Foremen/Secretaries	No union	7	2.02
Regional District of North Okanagan	Supervis./Foremen/Secretaries	No union	8	2.97
District of North Saanich	Administrative Staff	No union	4	0.00
District of North Saanich	Administrative Staff	No union	5	3.00
North Vancouver City Library	Mid. Management	No union	5	1.11
City of North Vancouver	Firefighters	I.A.F.F.	4	3.16
City of North Vancouver	Firefighters	I.A.F.F.	5	2.84
City of North Vancouver	Mid. Management	No union	5	2.84
City of North Vancouver	Senior Managers	No union	3	2.24
City of North Vancouver	Supervis./Foremen/Secretaries	No union	5	2.10
Corp. of District of North Vancouver	Firefighters	I.A.F.F.	5	2.91
Corp. of District of North Vancouver	Senior & Exempt Staff	No union	5	0.41
District of Oak Bay	Firefighters	I.A.F.F.	5	2.96
District of Oak Bay	Mid. Management	No union	8	2.99
District of Oak Bay	Police	Police Assn.	6	2.93
Okanagan Mainline Municipal L.R.A.	Municipal Service - union	C.U.P.E.	4	1.10
Okanagan Mainline Municipal L.R.A.	Municipal Service - union	C.U.P.E.	5	1.48
Okanagan Mainline Municipal L.R.A.	Municipal Service - union	C.U.P.E.	6	2.59

Employer	Employee Group	Union	Year	Unweighted % Increase
Okanagan Regional Library District	Mid. Management	No union	4	0.00
Okanagan Regional Library District	Mid. Management	No union	5	2.98
Okanagan Regional Library	Staff	C.U.P.E.	4	0.00
Okanagan Regional Library	Staff	C.U.P.E.	5	3.05
Okanagan Regional Library	Staff	C.U.P.E.	6	2.96
Okanagan Regional Library	Support Staff	No union	4	0.24
Okanagan Regional Library	Support Staff	No union	5	2.91
Okanagan Regional Library	Support Staff	No union	6	2.83
Village of 100 Mile House	Municipal Service - union	I.U.O.E.	4	0.00
Village of 100 Mile House	Municipal Service - union	I.U.O.E.	5	3.23
Village of 100 Mile House	Municipal Support - non-union	No union	4	0.00
Village of 100 Mile House	Municipal Support - non-union	No union	5	2.99
Town of Osoyoos	Mid. Management	No union	4	0.72
Town of Osoyoos	Mid. Management	No union	5	2.04
Town of Osoyoos	Mid. Management	No union	6	2.03
City of Parksville	Mid. Management	No union	4	6.40
City of Parksville	Mid. Management	No union	5	0.78
City of Parksville	Staff	C.U.P.E.	4	2.95
City of Parksville	Staff	C.U.P.E.	5	0.11
Peachland Irrigation District	Staff	C.U.P.E.	5	7.42
Penticton Public Library	Staff	No union	4	2.45
Penticton Public Library	Staff	No union	5	2.77
City of Penticton	Public Works	I.B.E.W.	4	0.00
City of Penticton	Public Works	I.B.E.W.	5	1.98
City of Penticton	Public Works	I.B.E.W.	6	2.47
City of Penticton	Supervis./Foremen/Secretaries	No union	4	1.82
City of Penticton	Supervis./Foremen/Secretaries	No union	5	1.68
City of Penticton	Supervis./Foremen/Secretaries	No union	6	2.44
District of Pitt-Meadows	Mid. Management	No union	4	2.61
District of Pitt-Meadows	Mid. Management	No union	5	1.34
Corp. of the District of Pitt Meadows	Staff	C.U.P.E.	3	2.03
Corp. of the District of Pitt Meadows	Staff	C.U.P.E.	4	2.15
Corp. of the District of Pitt Meadows	Staff	C.U.P.E.	5	2.47
Port Alberni Parks and Recreation Comm.	Mid. Management	No union	6	0.26
City of Port Alberi Parks & Rec. Comm.	Municipal Service - union	C.U.P.E.	4	0.78
Port Alberni Parks and Recreation Comm.	Supervis./Foremen/Secretaries	No union	6	0.38
City of Port Alberni (Harbour Quay Comm)	Municipal Support - union	No union	2	0.00
City of Port Alberni	Senior Managers	No union	3	0.27
City of Port Alberni	Staff	C.U.P.E.	4	0.54
City of Port Alberni	Supervis./Foremen/Secretaries	No union	6	0.28
Village of Port Alice	Staff	No union	4	2.86
Village of Port Alice	Staff	No union	5	2.96
Corp. of City of Port Coquitlam	Firefighters	I.A.F.F.	4	3.15
City of Port Coquitlam	Mid. Management	No union	5	2.97
City of Port Coquitlam	Municipal Service - union	C.U.P.E.	4	2.35
City of Port Coquitlam	Municipal Service - union	C.U.P.E.	5	2.85
Village of Port Edward	Staff	No union	4	1.95
Port Moody Police Board	Municipal Service - union	C.U.P.E.	4	2.05

Employer	Employee Group	Union	Year	Unweighted % Increase
Port Moody Police Board	Municipal Service - union	C.U.P.E.	5	2.26
Port Moody Police Board	Police	Police Officers	5	2.90
Port Moody Police Board	Supervis./Foremen/Secretaries	No union	5	3.11
City of Port Moody	Firefighters	I.A.F.F.	4	2.60
City of Port Moody	Firefighters	I.A.F.F.	5	2.95
City of Port Moody	Municipal Service - non-union	No union	5	1.66
City of Port Moody	Municipal Support - non-union	No union	4	2.89
City of Port Moody	Supervis./Foremen/Secretaries	No union	5	2.99
District of Port Hardy	Salaried Employees	No union	5	2.56
Village of Pouce Coupe	Staff	No union	4	3.06
Village of Pouce Coupe	Staff	No union	5	1.81
Corp. of the District of Powell River	Municipal Service - union	C.U.P.E.	4	-0.05
Corp. of the District of Powell River	Municipal Service - union	C.U.P.E.	5	2.04
Corp. of the District of Powell River	Municipal Service - union	C.U.P.E.	6	2.52
Prince George Public Library	Staff	No union	6	2.91
City of Prince George	Firefighters	I.A.F.F.	4	3.05
City of Prince George	Firefighters	I.A.F.F.	5	3.10
Prince George, City of	Mid. Management	No union	4	2.64
City of Prince George	Mid. Management	No union	5	1.97
City of Prince George	Municipal Service - union	C.U.P.E.	4	2.32
City of Prince George	Municipal Service - union	C.U.P.E.	5	2.16
Prince George, City of	Senior Managers	No union	2	3.21
City of Prince George	Senior Managers	No union	3	0.00
City of Prince George	Senior Managers	No union	4	3.13
Prince Rupert Public Library	Municipal Service - union	C.U.P.E.	6	2.95
City of Prince Rupert	Firefighters	I.A.F.F.	4	3.06
City of Prince Rupert	Firefighters	I.A.F.F.	5	3.16
City of Prince Rupert	Hourly Employees	B.C.F. & M.W.	6	2.09
City of Prince Rupert	Hourly Employees	B.C.F. & M.W.	7	2.05
City of Prince Rupert	Municipal Service - union	C.U.P.E.	4	2.11
City of Prince Rupert	Municipal Service - union	C.U.P.E.	5	2.29
City of Prince Rupert	Supervis./Foremen/Secretaries	No union	5	2.00
Town of Qualicum Beach	Mid. Management	No union	4	2.89
Town of Qualicum Beach	Mid. Management	No union	5	2 95
Town of Qualicum Beach	Mid. Management	No union	6	3.10
Town of Qualicum Beach	Municipal Service - union	C.U.P.E.	4	3.23
Town of Qualicum Beach	Municipal Service - union	C.U.P.E.	5	0.00
Town of Qualicum Beach	Municipal Service - union	C.U.P.E.	6	2.72
Corp. of Township of Richmond	Firefighters	I.A.F.F.	4	2.98
Corp. of Township of Richmond	Firefighters	I.A.F.F.	5	2.89
Township of Richmond	Mid. Management	No union	5	2.07
Township of Richmond	Senior Managers	No union	3	1.60
The Township of Richmond	Union Nurses	B.C.N.U.	4	2.60
Township of Richmond	Union Nurses	B.C.N.U.	5	1.58
Rutland Waterworks District	Mid. Management	No union	3	1.05
Rutland Waterworks District	Mid. Management	No union	4	1.29
Rutland Waterworks District	Municipal Service - union	Teamsters	6	2.21
District of Saanich	Firefighters	I.A.F.F.	5	2.53

Employer	Employee Group	Union	Year	Unweighted % Increase
District of Saanich	Firefighters	I.A.F.F.	6	2.94
Saanich, Municipality of	Mid. Management	No union	4	2.99
Municipality of Saanich	Mid. Management	No union	5	2.53
Saanich Police Board	Police	Police Assn.	6	3.62
Municipality of Saanich	Senior Managers	No union	3	2.82
District of Salmon Arm	Municipal Service - non-union	No union	4	0.00
District of Salmon Arm	Municipal Service - non-union	No union	5	2.30
District of Salmon Arm	Municipal Support - non-union	No union	4	0.00
District of Salmon Arm	Municipal Support - non-union	No union	5	3.31
Village of Sayward	Staff	No union	4	2.98
Sicamous and District Recreation ...	Municipal Service - union	C.U.P.E.	1	3.02
Town of Sidney	Mid. Management	No union	5	3.04
Village of Silverton	Mid. Management	No union	3	0.00
Village of Silverton	Mid. Management	No union	4	0.00
Village of Silverton	Mid. Management	No union	5	2.80
Village of Silverton	Municipal Service - non-union	No union	6	2.91
Town of Smithers	Municipal Service - union	C.U.P.E.	6	3.16
Town of Smithers	Municipal Service - union	C.U.P.E.	7	2.71
Town of Smithers	Municipal Service - union	C.U.P.E.	8	2.93
District of Sparwood	Mid. Management	No union	5	2.95
District of Sparwood	Municipal Service - union	C.U.P.E.	4	2.83
District of Sparwood	Municipal Service - union	C.U.P.E.	5	1.93
District of Squamish	Firefighters	I.A.F.F.	5	2.57
District of Squamish	Mid. Management	No union	5	2.47
District of Squamish	Municipal Service - union	C.U.P.E.	5	2.40
District of Summerland	Public Works	I.B.E.W.	4	0.00
District of Summerland	Public Works	I.B.E.W.	5	1.94
District of Summerland	Public Works	I.B.E.W.	6	2.52
Surrey Public Library Board	Librarians	No union	5	3.14
Corporation of District of Surrey	Firefighters	I.A.F.F.	4	3.75
Corporation of District of Surrey	Firefighters	I.A.F.F.	5	2.64
Corporation of the District of Surrey	Mid. Management	No union	4	2.94
Corporation of the District of Surrey	Mid. Management	No union	5	3.11
Village of Taylor	Staff	No union	2	1.85
Village of Telkwa	Municipal Service - non-union	No union	5	2.90
City of Terrace	Jr. Management	No union	6	2.85
City of Terrace	Municipal Service - union	C.U.P.E.	6	3.15
Thompson-Nicola Regional District	Jr. Management	No union	4	2.10
Thompson-Nicola Regional District	Jr. Management	No union	5	3.90
City of Trail	Jr. Management	No union	4	2.33
City of Trail	Jr. Management	No union	5	2.44
City of Trail	Municipal Service - union	C.U.P.E.	4	0.00
City of Trail	Municipal Service - union	C.U.P.E.	5	5.39
District of Tumbler Ridge	Jr. Management	No union	3	2.80
District of Tumbler Ridge	Supervis./Foremen/Secretaries	No union	3	2.47
Village of Valemount	Staff	No union	5	2.99
City of Vancouver	Firefighters	I.A.F.F.	4	3.23
City of Vancouver	Firefighters	I.A.F.F.	5	2.91

Employer	Employee Group	Union	Year	Unweighted % Increase
City of Vancouver	Hourly Employees	I.A.T.S.E.	4	2.00
City of Vancouver	Hourly Employees	I.A.T.S.E.	5	2.32
City of Vancouver	Police	Police Assn.	4	3.16
City of Vancouver	Police	Police Assn.	5	2.92
City of Vancouver	Public Works	I.B.E.W.	4	0.26
City of Vancouver	Public Works	I.B.E.W.	5	1.98
City of Vancouver	Public Works	I.B.E.W.	6	2.50
City of Vancouver	Salaried Employees	No union	4	3.28
City of Vancouver	Salaried Employees	No union	5	2.94
City of Vancouver	Senior & Exempt Staff	Police Officers	4	2.49
City of Vancouver	Senior & Exempt Staff	Police Officers	5	2.92
City of Vancouver	Union Nurses	B.C.N.U.	5	2.64
City of Vancouver	Union Nurses	B.C.N.U.	6	2.41
District of Vanderhoof	Mid. Management	No union	5	1.43
Vernon Irrigation District	Jr. Management	No union	3	0.00
Vernon Irrigation District	Jr. Management	No union	4	0.00
Vernon Irrigation District	Jr. Management	No union	5	2.84
Vernon Irrigation District	Jr. Management	No union	6	1.95
City of Victoria	Construction Trades	I.B.E.W.	1	1.69
City of Victoria	Construction Trades	I.B.E.W.	2	0.00
City of Victoria	Firefighters	I.A.F.F.	5	2.99
Corp. of the City of Victoria	Hourly Employees	U.B.C.J.	4	2.71
Corp. of the City of Victoria	Hourly Employees	U.B.C.J.	5	3.17
City of Victoria	Jr. Management	No union	5	2.95
City of Victoria	Municipal Support - non-union	No union	5	2.99
City of Victoria	Police	Police Assn.	6	2.96
Victoria, City of	Senior Managers	No union	3	3.02
City of Victoria Police Board	Supervis./Foremen/Secretaries	Police Officers	6	2.80
West Vancouver Memorial Library	Librarians	W.V.M.E.A.	5	1.41
West Vancouver Memorial Library	Office & Tech. - non-union	No union	2	2.91
District of West Vancouver	Police	Police Assn.	4	2.60
District of West Vancouver	Police	Police Assn.	5	2.90
West Vancouver Police Board	Senior Managers	No union	2	2.48
West Vancouver Police Board	Senior Managers	No union	3	2.92
West Vancouvre Police Board	Staff	W.V.M.E.A.	5	1.54
District of West Vancouver	Firefighters	I.A.F.F.	4	2.97
District of West Vancouver	Firefighters	I.A.F.F.	5	2.99
District of West Vancouver	Jr. Management	No union	5	2.55
District of West Vancouver	Municipal Support - union	W.V.M.E.A.	5	2.34
District of West Vancouver	Senior & Exempt Staff	No union	4	3.09
District of West Vancouver	Senior & Exempt Staff	No union	5	2.97
District of West Vancouver	Senior Managers	No union	2	3.04
District of West Vancouver	Senior Managers	No union	3	1.86
District of West Vancouver	Supervis./Foremen/Secretaries	No union	5	2.69
District of West Vancouver	Transit Workers and Drivers	A.T.U.	5	2.71
City of White Rock	Firefighters	I.A.F.F.	4	3.38
City of White Rock	Firefighters	I.A.F.F.	5	2.91
City of White Rock	Supervis./Foremen/Secretaries	No union	4	2.46

Employer	Employee Group	Union	Year	Unweighted % Increase
City of White Rock	Supervis./Foremen/Secretaries	No union	5	2.92
City of Williams Lake	Municipal Service - union	I.U.O.E.	5	3.03

Employer	Employee Group	Union	Year	Unweighted % Increase
PROV. GOV'T.				
Government of B.C.	Hourly Employees	Printing Trades	4	2.12
Government of B.C.	Hourly Employees	Printing Trades	5	2.17
Government of B.C.	Hourly Employees	Printing Trades	6	2.40
Government of B.C.	Union Nurses	B.C.N.U.	4	3.76
Government of B.C.	Union Nurses	B.C.N.U.	5	2.27

Employer	Employee Group	Union	Year	Unweighted % Increase
BOARDS & COMMS.				
B.C. Housing Management Commission	Municipal Service - union	Hotel Rest.	4	0.00
B.C. Housing Management Commission	Municipal Service - union	Hotel Rest.	5	4.40
B.C. Housing Management Commission	Municipal Service - union	Hotel Rest.	6	3.10
B.C. Housing Management Commission	Support Staff	S.E.I.U.	3	0.91
B.C. Housing Management Commission	Support Staff	S.E.I.U.	4	1.35
B.C. Housing Management Commission	Support Staff	S.E.I.U.	5	1.83
B.C. Housing Management Commission	Support Staff	S.E.I.U.	6	1.80
Credit Union Deposit Insurance Corp B.C.	Mid. Management	No union	5	3.02
Credit Union Deposit Insurance Corp B.C.	Senior Managers	No union	3	2.98
Credit Union Deposit Insurance Corp B.C.	Staff	No union	5	2.97
Emergency Health Services Commission	Non-medical Staff - union	C.U.P.E.	4	2.60
Emergency Health Services Commission	Non-medical Staff - union	C.U.P.E.	5	2.47
Pacific National Exhibition	Office & Tech. - union	C.U.P.E.	5	2.90
Pacific National Exhibition	Salaried Employees	I.U.O.E.	5	2.89
Pacific National Exhibition	Staff	No union	5	1.85
Workers' Compensation Board	Licenced Professional	No union	3	2.88
Workers' Compensation Board	Licenced Professional	No union	4	3.10
Workers' Compensation Board	Licenced Professional	No union	5	2.92
Workers' Compensation Board	Licenced Professional	No union	6	1.76
Workers' Compensation Board	Mid. Management	No union	3	2.52
Workers' Compensation Board	Office & Tech. - non-union	No union	5	2.98
Workers' Compensation Board	Office & Tech. - non-union	No union	6	2.67
Worker's Compensation Board of B.C.	Professional Staff	No union	5	2.63
Worker's Compensation Board	Senior Managers	No union	3	2.12

Employer	Employee Group	Union	Year	Unweighted % Increase
CROWN CORPS.				
B.C. Assessment Authority	Mid. Management	No union	4	2.04
B.C. Assessment Authority	Mid. Management	No union	5	3.43
B.C. Assessment Authority	Senior Managers	No union	2	2.99
B.C. Assessment Authority	Senior Managers	No union	3	2.95
B.C. Ferry Corporation	Jr. Management	No union	4	2.49
B.C. Ferry Corporation	Mid. Management	No union	4	2.51
B.C. Ferry Corporation	Senior & Exempt Staff	No union	4	0.00
B.C. Ferry Corporation	Senior & Exempt Staff	No union	5	2.50
B.C. Ferry Corporation	Senior Managers	No union	3	2.47
B.C. Hydro & Power Authority	Administrative Staff	No union	6	0.98
B.C. Hydro & Power Authority	Contract Staff	I.B.E.W.	4	0.00
B.C. Hydro and Power Authority	Contract Staff	I.B.E.W.	5	1.52
B.C. Hydro and Power Authority	Contract Staff	I.B.E.W.	6	1.45
B.C. Hydro and Power Authority	Hourly Employees	A.T.U.	4	0.00
B.C. Hydro and Power Authority	Hourly Employees	A.T.U.	5	0.95
B.C. Hydro and Power Authority	Hourly Employees	A.T.U.	6	2.00
B.C. Petroleum Corporation	Account / Payroll Officer	No union	6	3.10
B.C. Petroleum Corporation	Salaried Employees	No union	6	3.16
B.C. Petroleum Corporation	Senior Managers	No union	3	3.13
BC Rail Limited	Contract Staff	No union	4	0.73
BC Rail Ltd.	Supervis./Foremen/Secretaries	No union	6	0.00
BC Rail Ltd.	Support Staff	No union	6	0.00
B.C. Systems Corporation	Mid. Management	No union	5	3.00
B.C. Systems Corporation	Mid. Management	No union	6	2.91
B.C. Systems Corporation	Office & Tech. - non-union	No union	5	2.88
B.C. Systems Corporation	Office & Tech. - non-union	No union	6	2.94
B.C. Systems Corporation	Senior Managers	No union	2	2.94
B.C. Systems Corporation	Senior Managers	No union	3	2.88
B.C. Transit	Jr. Management	No union	5	0.00
B.C. Transit	Jr. Management	No union	6	4.81
B.C. Transit	Senior & Exempt Staff	No union	1	0.00
B.C. Transit	Senior & Exempt Staff	No union	2	1.98
B.C. Transit	Senior & Exempt Staff	No union	3	2.99
Insurance Corporation of B.C.	Mid. Management	No union	5	2.98
Insurance Corporation of B.C.	Senior Managers	No union	3	2.94
B.C. Transit	Supervis./Foremen/Secretaries	No union	3	2.03
B.C. Transit	Supervis./Foremen/Secretaries	No union	4	2.40
B.C. Transit	Transit Workers and Drivers	I.T.C.U.	5	2.66